THE SURVEY

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CONTENTS

FRONTISPIECE - - - - - - *Drawing by Charles Silver*
EDITORIAL PARAGRAPHS - - - - - - - - - - - - 67
PHILADELPHIA—ALL ABOARD - - - - - - - - - - 70
HOW THE CITIES STAND - - - - - - - - - - - - 71
WHAT'S THE MATTER WITH VOLUNTEERS? - *Edwin S. Burdell* 76
TO INTERPRET SOCIAL WORK - - - - - - - - - - 77
TEACHERS LOOK AT EDUCATION - - *Beulah Amidon* 78
THE INTEGRITY OF MENTAL HYGIENE - - - - - - - - - - - - - - - - *Frederick L. Patry, M.D.* 79
SOCIAL PRACTICE - - - - - - - - - - - - - - - 80
HEALTH - 81
INDUSTRY - - - - - - - - - - - - - - - - - - - 83
EDUCATION - - - - - - - - - - - - - - - - - - 84
UNEMPLOYMENT - - - - - - - - - - - - - - - - 86
WORK SHOP - - - - - - - - - - - - - - - - - - 87
BOOKS - 90
COMMUNICATIONS - - - - - - - - - - - - - - - 93
GOSSIP - 94
ANNUAL REPORT - - - - - - - - - - - - - - - - 99

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So They Say

WE have overgrown cities because fools remain fools. —*Frank Lloyd Wright, architect.*

No other changes matter if human nature itself remains on low levels.—*The Rev. Harry Emerson Fosdick.*

I feel sure there is nothing to be gained by what is called optimism.—*George E. Vincent, New York.*

What the country seems to need is rigid economy coupled with a tendency to free spending.—*Boston Transcript.*

The life of a man in prison is one of crime-consciousness.—*Lewis E. Lawes, warden, Sing Sing Prison, New York.*

Rouge, powder and lipstick are psychological necessities.—*Mrs. H. Maurice Snyder, State Federation of Pennsylvania Women.*

It seems to be quite a difficult thing to preserve a nation from want in time of peace.—*William Henry Watson, Quaker.*

Because of early teaching methods, books to many youngsters become so much mental spinach.—*Orion H. Cheney, New York.*

Men on work-relief seem to shave oftener than those receiving direct relief.—*Edith Stanford, Topeka Provident Association.*

We have to face the fact that the new generation is no longer afraid of hell or their fathers.—*David S. Muzzey, Columbia University.*

While we consider Russia a menace I found that Russia also considers the United States a menace.—*Dr. John H. Mueller, Portland, Ore.*

The racketeer is no special product of this age. He is just another criminal.—*Dr. Amos T. Baker, psychiatrist, Sing Sing Prison, New York.*

For men will recall that he [Briand] made hatred a little less patriotic and goodwill a little more fashionable. —*Walter Lippman, New York.*

Two groups of opinion representing opposite extremes, hot heads and cold feet, threaten the orderly correction of present derangements.—*Will H. Hays, Hollywood.*

A tax system is not in itself productive in the economic sense. . . . At best it is only a pump, and a new pump is no cure for a dry well.—*Robert M. Haig, Columbia University.*

The community organization has been established fifteen years and you can get a lot of bad habits in fifteen years. —*Ralph Blanchard, Association of Community Chests and Councils.*

The faith of America in experts is remarkable but there are signs that expert leadership is no longer taken at the expert's valuation of it.—*Porter R. Lee, New York School of Social Work.*

Not everyone has been educated to the point of scientific giving. We have many philanthropic illiterates who must practice emotional giving if they are to give at all.—*C. C. Chapman, Portland Ore.*

While the chests have raised far more for direct relief during this extraordinary year their outstanding achievement has been their ability to keep the hoop around the barrel of the established community welfare and relief structure.—*J. Herbert Case, New York.*

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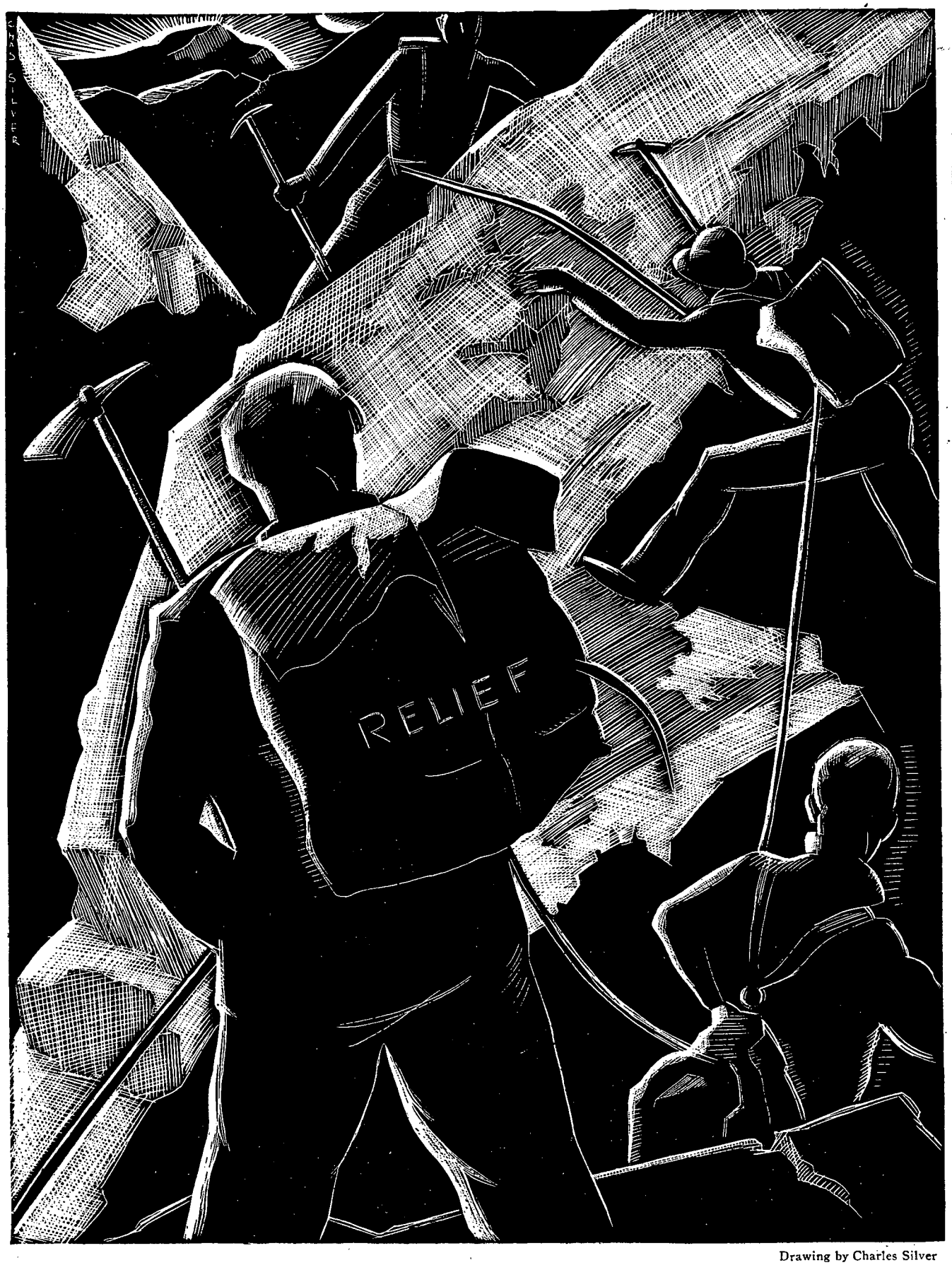

Drawing by Charles Silver

THE LONG CLIMB

Are we reaching the peak of relief demands? (*See page 71*)

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THE SURVEY

April 15
1932

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No. 2

Brandeis Dissenting

IN these days of drifting and confused voices, it is a heartening thing to hear Mr. Justice Brandeis, speaking as statesman as well as jurist, warning the American people through their highest court of the grave perils that confront us, calling to broader vision and more forthright action. As usual, it is "Brandeis dissenting" (Justice Stone concurs with him), this time in a case in which Oklahoma, under a state law, attempted to regulate the manufacture of ice for sale and distribution as a "public business," requiring a license from the Corporation Commission based on "proof of necessity" for a supply of ice at the place where the firm proposed to do business.

The majority of the court invoked the due process clause to protect this private enterprise from public regulation. But Justice Brandeis, holding that the economic depression is "an emergency more serious than war," insists that the high courts should not block the states in their efforts to deal experimentally and constructively with today's economic problems, even if it means questioning our creed of free competition. In his twenty-five-page dissent, Justice Brandeis observes that "misery is widespread in a time, not of scarcity but of overabundance," and lists among the results of the long depression unprecedented unemployment, a catastrophic fall in commodity prices and a mounting total of economic losses that threatens our financial institutions and even the stability of the capitalistic system under which we live. Pointing to our vast industrial expansion in recent years, to our scientific discoveries and the technical advances based on them, the Justice states:

> All agree that irregularity in employment—the greatest of our evils—cannot be overcome unless production and consumption are more nearly balanced. Many insist there must be some form of economic control. There are plans for proration. There are proposals for stabilization. Some thoughtful men of wide business experience insist that all projects for stabilization and proration must prove futile unless, in some way, the equivalent of the certificate of public convenience and necessity is made a prerequisite to embarking new capital in an industry in which the capacity already exceeds the production schedules.

Justice Brandeis asserts that no one knows whether this view is sound, but he insists that, even though the proposal means a vast extension of the area of public control over private business, experimentation must not be discouraged.

> I cannot believe that the framers of the Fourteenth Amendment or the states which ratified it intended to leave us helpless to correct the evils of technological unemployment and excess productive capacity which the march of invention and discovery have entailed. There must be power in the states and the nation to remold through experimentation our economic practices and institutions to meet changing social and economic needs.

He concludes:

> To stay experimentation within the law in things social and economic is a grave responsibility. . . . It is one of the happy incidents of the federal system that a single courageous state may, if its citizens choose, serve as a laboratory and try novel social and economic experiments without risk to the rest of the country. This court has the power to stay such experimentation. . . . But in the exercise of this power, we should be ever on our guard lest we erect our prejudices into legal principles. If we would be guided by the light of reason, we must let our minds be bold.

Breaks in the Wall

WARNING of the breakdown of hard-won labor standards by the depression comes from many quarters these days. Thus at the annual meeting of the Women's Trade Union League last month, one of the organizers reported:

> The working standards in industries where women are employed, standards which have been so painfully built up during the last twenty-five years, have been shot to pieces during the past two years. . . . Wages have been drastically cut, especially women's wages. . . . Everywhere the cry of depression scared workers to death and is making them submit to low wages and miserable conditions.

In New York City there is a strike in the Dressmakers Union which has thirty thousand members, 70 per cent of them women. The strike was called by the Ladies' Garment Workers' Union, with which the dressmakers are affiliated, in protest against what the leaders characterize as "the return of sweatshop conditions," and against the continual wage reductions which have been going on within the industry for two years. If the employers succeed in breaking the strike, the workers see ahead only a further lowering of their industry's standards, since the employers demand, as the basis for settlement: reduction of present minimum scales and piece rates; unlimited overtime, with no extra pay; unlimited Saturday work; elimination of pay for legal holidays; free discharge; the right to lay off 10 per cent of the workers once a year.

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The Coordinating Committee on Unemployment of the Welfare Council of New York City has issued an appeal to employers to maintain decent standards in their plants. The appeal is based on the large number of instances coming to the attention of the free employment services of large commercial establishments "requiring employes to work long hours overtime on occasions so frequent as to jeopardize their health and reduce their efficiency." The committee urges that this practice be discontinued "in the three-fold interest of alleviating the distress resulting from long-continued unemployment, safeguarding the health of the workers and therefore of the community, and greater business efficiency."

Trouble in Anthracite

OPEN warfare has broken out in the anthracite coal area where, no less than in the soft-coal districts, the misery that follows unemployment and underemployment in a planless and chaotic industry has been the common lot for many a day. Now it is a three-cornered fight, with an "insurgent" group declaring a strike unauthorized by the United Mine Workers of America. The trouble centers in the collieries of the Glen Alden Coal Company, where the largest proportion of workers have been "pulled out" and where they are most consistently staying out. Large-scale picketing has been permitted in some communities, in others attempts at picketing have been broken up by deputy sheriffs or city police. In some of the towns where picketing is forbidden, strikers have attempted to reach the workers by calling at their homes before sun-up and trying to persuade them not to go to the mines. State troopers, county and city police and deputy sheriffs have swarmed into the area "to protect those wishing to return to work," Louis Stark of The New York Times reports. There have been several outbreaks of violence, including a serious dynamiting at Pittston.

The catchword of the strikers is "equalization of work"—a demand that all workings be opened and available employment distributed among the miners, share and share alike. James Boylan, president of District No. 1, declared in a Times interview in the third week of the strike that the United Mine Workers were standing with the employers against the insurgents in maintaining the agreement between the union and the operators which he holds the striking element has violated. The union leader declared that the strikers are "playing into the hands" of industries which are competing with anthracite coal. Blaming the high cost of production and competition from other fuels, the operators point out that production in their industry was cut from eighty-five million net tons in 1923 to sixty-eight million in the last year of the boom. This year output will probably be under forty-five million tons.

Buried in Committee

NEW YORK'S state legislature adjourned its 1932 session without having had a chance to vote on the principle of unemployment insurance. The interstate commission's report urging a "constructive experiment" with a modest and flexible set-up without waiting for "good times" was the basis for a special message from Governor Roosevelt urging such legislation (see The Survey, March 15, page 678). The Joint Legislative Committee, familiarly known as the Marcy Committee, which was organized a year ago, submitted a report endorsing the public unemployment insurance idea but suggesting that nothing be done about it just now. The Mastick-Steingut bill, incorporating in general the plan outlined by the interstate commission, was introduced in both houses of the legislature, hearings were held and there was an active lobby of representatives of civic organizations led by the American Association for Labor Legislation and by the New York Conference for Unemployment Reserves Legislation, of which John A. Fitch of the New York School of Social Work is chairman. The Marcy committee has been continued for another year with a $15,000 appropriation, and it is hoped that at the next session it will either bring in a bill of its own or adopt the Mastick-Steingut bill.

One of those who worked for the bill at Albany this winter reports:

> A poll two days before the close of the session of almost every Republican [majority] member of the Senate Committee on Finance to which the Mastick-Steingut bill had been committed revealed with one or two exceptions either complete indifference and antagonism to or ignorance of the subject.

New York's experience this winter is a challenge to every state where organized groups are pressing for unemployment-insurance legislation as to what they are doing to educate not only the general public, but also the legislative bodies through which they must function.

The Wrong Place to Save

THE federal Children's Bureau was twenty years old on April 9. First suggested by Lillian D. Wald, sponsored by the first White House Conference called by President Roosevelt in 1909, the Bureau has had through these years a list of friends and supporters which reads like a Who's Who of progress in American health and welfare. Ironically, as this issue goes to press there is before the Senate a resolution authorizing the President to issue a proclamation urging all good citizens to express "our love and reverence for motherhood" by display of flags, messages to "our mothers" and contributions to churches, fraternal and welfare agencies "for the relief and welfare of such mothers and children as may be in need of the necessities of life," while at the same time the Senate Appropriations Committee is debating a cut in the budget of the federal Bureau charged with just this interest. That Committee first recommended a cut of $100,000, more than 25 per cent of the Bureau's budget for the present fiscal year. This was the sole cut advocated for the Department of Labor; it would necessitate a reduction by one third of the permanent staff of the Bureau. After debate on the floor the Senate sent the appropriations bill back to the Committee with instructions to make a general 10 per cent cut. At this writing it has not been reported out again.

In a letter to Senator Hiram Bingham, Secretary of Labor Doak pointed out that the proposed reduction of $100,000 would very seriously cripple the work of the Bureau, adding, "I sincerely hope that the amount may be restored by the Senate." He called attention to the economy of the Bureau's administration, its inability to meet the demands for its publications, and its current studies. Even greater pressure than usual has been added during the past year by the new work it is carrying at the request of the President's Committee for Unemployment in gathering statistics on public and private relief and making studies in areas of extreme

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depression, such as the coal-mining districts. It is starting a cooperative program for better treatment of juvenile delinquents who have violated the federal laws, requested by the attorney-general in 1931; with the Bureau of Home Economics it has prepared and sent out to relief agencies more than fifty thousand copies of a leaflet on emergency food relief and child health. The general scope of the Bureau's work has already been greatly limited by the failure in recent sessions to enact legislation which would carry on the work for mothers and babies formerly done under the Sheppard-Towner Act. The present effort seems to be intended to cripple if not almost wipe out the one small valiant arm of the federal government which is endeavoring to find the facts for which everyone is clamoring and to promote the services and ideals to which we give lavish lip-service.

May Day—Mothers' Day

MAY 1 brings the annual celebration of Child Health Day; the following Sunday, May 8, the national effort sponsored by the Maternity Center Association of New York for care which will save the ten thousand American women who die needlessly each year in childbirth. The text of this May Day is "Support Your Community Child Health Program: It Protects Your Home." Such a purpose, the National Child Health Day Committee explains, is to the end that during 1932 each child may be sheltered in its own home and share secure family life; may have essential food in each day's diet, including an adequate amount of clean and safe milk, and plenty of sunshine, sleep, rest and recreation; and that each infant in 1932 may be born healthy, of a healthy mother, who will live to love her child and care for her family. Surely a depression year gives special force to this slogan; wise parents and other citizens will do their utmost, for their own sake and for others, to see that there is no slackening of the community's efforts in health and welfare. As the American Public Health Association and other professional groups have pointed out, no "economy" can result from cuts in appropriations and gifts for these purposes (see The Survey, February 15, 1932, page 536: Public Health Pays, by John A. Kingsbury). But to the ends that the Committee enumerates and to those envisaged by the leaders of Mothers' Day we need to go still further, to a fundamental provision of the Children's Charter on which little stress has been laid explicitly: "For every child the right to grow up in a family with an adequate standard of living and the security of a stable income as the surest safeguard against social handicaps." Remote as this "right" may seem this spring, nothing less can accomplish the goal toward which we press in these annual affirmations of good-will.

Hoch Koch!

FIFTY years and a few days ago the Berliner Klinische Wochenshrift published the paper announcing the discovery of the tubercle bacillus which Robert Koch had read before the Physiological Society in Berlin. That discovery opened the door which not only was to save millions of lives but also was to give as conclusive and precise a demonstration as has yet been evolved of the power of social organization to conquer disease. In 1908, two years before his death, Koch visited the United States. At that time he is reported to have speculated as to whether the great progress of previous years in controlling tuberculosis was slowing down; if the momentum was slackening toward a stationary point. The late Dr. Herman M. Biggs, of whom he asked the question, replied quietly but confidently that he believed that much more was still to be accomplished by following further the lines along which they already were working. His confidence has been justified, for the geometric curve that plots the deathrate has continued to mark a steady progress. More remains to be done, and in a time like the present renewed effort is necessary to maintain the dividends in life-saving that we still are receiving from the earlier years of prosperity. But both the scientific finding on which the campaign has been based and the social organization through which it has been waged have been vindicated beyond chance of upset.

One point of Koch's method, however, still is subject to periodic forays in legislatures and on lecture platforms. Once he had found the little rod-shaped structure which was always present in tuberculous lesions and which, therefore, he believed to be the cause of tuberculosis, there remained the crucial test of proving that its introduction did initiate the disease. A series of thirteen experiments confirmed his belief. In the course of them guinea pigs, mice, rats, hedgehogs, pigeons, frogs, cats and a dog were deliberately infected with tuberculosis. No one can estimate how many years of human life have been saved by the fate of these laboratory animals. Yet such a measure as was brought to the current session of the New York State legislature would deny such tests to present-day scientists. What would have been the price of one of Koch's guinea pigs?

A Way to Good Housing

HARD times have shown that restrictive control has not brought about the full measure of improvement anticipated by the earlier housing-reform movements. More and more it becomes evident that something beyond police and sanitary control is needed. It is alleged on very good grounds that under present methods of construction, production, finance and taxation it is quite impossible to make the demands for housing harmonize with the resources of the average worker and his rental budget. It is also evident that demoralization of the building industry has reached a point where recovery can hardly be expected without concerted effort.

With this as its background, the housing conference to be held in the Empire State Building, New York City, on April 13 under the auspices of the Housing Section of the Welfare Council and the Housing Association of the City of New York will discuss as a private enterprise and in its relation to public subsidy, the development of a new technique of home-building in terms of economy and efficiency, the advantages of mass production and adequate planning of land in terms of mass production, the revision of our system of taxation in terms of home-ownership, and the methods available under our system of government for the promotion of a constructive housing program which could be made to operate quickly and effectively. The speakers have been selected from among those in a position to know the New York problem not as reformers but as experienced financiers, planners, builders and legislators. There will be afternoon and dinner meetings. Those interested may obtain details from the secretary, Housing Section, Welfare Council, 122 East 22 Street, New York City.

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Philadelphia—All Aboard

Courtesy Seybert Institution

RAIN or shine, depression or no depression, Philadelphia proposes to give the National Conference of Social Work something to remember. Committees have been busy for weeks doing whatever it is that committees do, the indefatigable Howard R. Knight has been buzzing in and out, and on May 15 when President C. M. Bookman brings down his gavel at the opening session Philadelphia will have done its utmost, short of sandblasting the tower of Independence Hall, to make its best gesture of hospitality to this fifty-ninth annual gathering of the social workers of America.

In spite of rumors and alarums this promises to be a big conference. Howard R. Knight, who underguessed Minneapolis and Boston, predicts six thousand. Advance hotel reservations support his estimate. Conference statisticians say that 70 per cent of the attendance comes from within a radius of six hundred miles of the hostess city. A little work with a map will indicate how many large centers, leaving out the Atlantic Ocean, this conference will tap.

The only fly in the ointment of Conference arrangements is the distance between the Benjamin Franklin, the hotel headquarters in the heart of the city, and the Municipal Auditorium out by the University, where all conference activities and most of the meetings will be held. Good transportation is assured however and the surroundings and facilities at the Auditorium are so satisfactory for a gathering of this kind that they are well worth the trouble to get to them.

The program of the Conference is a fair measure of the present state of mind of social workers. It is a "close-in" program, close-in to the immediate problems and anxieties of the times. There is an emergency ring to it, and a rallying note that is sounded through all the divisions, and is unmistakable in the topics of the general meetings. Mr. Bookman's presidential address on Sunday night, May 15, will be on Social Work Responsibilities Arising from Unemployment; the address of Dr. Ray Lyman Wilbur, secretary of the interior, on Monday night will be on Children in National Emergencies; that of Rabbi Abba Hillel Silver of Cleveland on Tuesday night on The Crisis in Social Work; and that of C. A. Dykstra of Cincinnati on Friday night on The Partnership of Public and Private Service. Even the Conference dinner on Wednesday night may be a timely protest or a triumph for it is in celebration of the twentieth anniversary of the Children's Bureau, the budget of which is at this writing threatened with a drastic cut. In any case it will be a tribute to the gallant services of Julia C. Lathrop, its first, and Grace Abbott, its present chief. Arrangements for the dinner are such that unless all signs fail even the confirmed procrastinator can get a ticket. Uncle Alec Johnson's Get Acquainted Dinner on Monday night is now a cheerful Conference fixture.

All the division programs are shot through with close-in subjects such as The Effects of the Economic Crisis upon Children, Training for Emergency Work, Social Economic Planning, What Happens to the Mental Health of Individuals During Hard Times, The Responsibility of Community Chests toward the Community Welfare Program in 1933, A National Front on Public Unemployment Relief, and Interpreting Social Work in 1932-33.

In its speakers and leaders of discussion the Conference program is also close-in with people so identified with social-work's battle of the depression that one need not be surprised if they appear in gas masks and trench helmets. In with them, however, are strategists from other fronts, Dr. Franz Alexander, psychiatrist; Walter Lippman, author and editor; George W. Wickersham of the justly famous reports; Sanford Bates, penologist; Jacob Billikopf, economist, and many others whose names connote sound and rational thinking.

The programs of all the Associate Groups that set up their tents around the big top of the Conference are likewise close-in to current preoccupations. There are forty-five groups that rate official relationship to the Conference, not counting The Survey, which will give a tea on Wednesday afternoon of Conference week, and half a dozen others that are planning single, semi-social meetings. Among these allied groups are several promising newcomers, notably a Committee on Volunteers, Mrs. Clarence L. Caspary of Philadelphia chairman, which has organized an afternoon of group discussions on the work of volunteers in five different lines.

CERTAIN of the large Associate Groups will follow their custom of advance meetings with a tie-up to the early sessions of the Conference. The National Federation of Settlements will open with a luncheon on Thursday, May 12, and close with a good old-fashioned mid-day Sunday dinner on the fifteenth. The Association of Community Chests and Councils will foregather in Atlantic City on Friday and move to Philadelphia en masse on Sunday. The National Probation Association will get going on its own on Thursday, with joint sessions with Conference divisions all through the following week. The National Conference of Jewish Social Service will likewise open its program on Thursday, closing at dinner Monday night. The Episcopal Social Work Conference will have two full days in advance of Conference week, and two days lap-over.

And then, right on the heels of Philadelphia, will come the Second International Conference of Social Work in Frankfort, Germany, July 11-14 with Howard R. Knight as the shepherd of the American flock. Plans for this meeting have gone steadily forward unaffected by economic and political rumblings. The American delegation, while not as large as happier years might have mustered, will be representative of the whole structure of social work. Plans for the seminar travel groups have been somewhat revised since they were first announced. Full details may be secured from the Open Road, 20 West 43 Street, New York.

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How the Cities Stand

Relief: Going Up

Work: Static

Funds: Going Down

BY telegraph, by airmail and by post The Survey has collected from correspondents in thirty-seven of the largest American cities swift summaries of the unemployment relief situation at the moment when winter breaks into spring. Fitted together they make a sorry picture for a proud country to contemplate. Practically all the letters tell the same story. Without plans, without strong national leadership, with meager and uncertain funds these cities have someway, somehow, muddled through the winter, keeping their people alive but at what cost of broken spirit and human suffering only God knows.

Now with the break of spring they find themselves in no better case. Still planless, with no sign of improved employment, with relief needs growing and relief funds dwindling to exhaustion, they turn blind eyes to the future where already the specter of another winter is rising.

A comparison of the reports indicates that relatively speaking New England and upstate New York have the situation in hand better than other sections of the country. The industrial cities of the Middle West and the large cities of Pennsylvania are in desperate plight. The huge relief funds raised in New York, Chicago and Philadelphia have been unequal to the staggering load in these centers of industrial dislocation. Complete breakdown is imminent. The fallacy of the idea that private funds could cope with a situation of such proportions as this one is remorselessly exposed. Private funds have been little more than a thin emollient on a deep wound. Even in the South, where there is slight tradition for the use of tax funds for outdoor relief, city and county officials have been forced into new policies. In Washington, which has no established system of public outdoor relief, President Hoover has himself asked Congress for $600,000 to take up the burden which exhausted private resources can no longer carry.

State action, first launched by New York last September, has been slow and reluctant. But New Jersey, Rhode Island, Wisconsin, Illinois, Pennsylvania and, probably by the time these words are read, Ohio have moved, fumblingly and inadequately perhaps, to create at least a thin cushion for the present and a precedent for the future. The tragic desperation of the situation is illustrated in Pennsylvania where a pending court decision is holding up a possible state fund of $10,000,000. Spread over the whole state this sum will be the merest temporary poultice to the existing human misery, yet it represents the only hope in sight.

More disturbing than the evidence of past muddling is the lack of evidence of any real statesmanship for the future. No rational adult can be blind to what lies ahead. The summer will bring little surcease in human need. Next winter will be worse, not better. Yet Congress is deaf, legislatures are adjourning, cities and counties are temporizing with pinchbeck

George Clark for the Nea Service Inc.

"Every place I go they say the same thing—'Come back in two or three months and we might have a job for you.'"

appropriations and private social agencies are in positions they cannot sustain. There is no evidence of any real facing of what is on the doorstep, let alone any preparation to deal with it.

New York is the only one of the states that has looked beyond the moment. The 1932 legislature has provided $5,000,000 to extend the program of the Temporary Emergency Relief Administration to November 15 and has agreed to submit to the voters in November a $30,000,000 bond issue which would carry it through 1933.

In the following pages The Survey gives its readers the picture of conditions as it has come from those closest to what is happening. It has full confidence in the judgment of its correspondents, including those few whose names are withheld.

They Speak for Themselves

AKRON, O.: Funds from the Community Fund and the city now budgeted will carry the present relief program to the end of May. The city has agreed to appropriate funds to carry through the calendar year, but its ability to do so depends on the special session of the legislature. Should this prospect fail, and dire necessity develop, more private funds might be raised,

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but we hope this will be unnecessary. The peak of relief cases was reached in February, but direct relief expenditures are less than a year ago. This is due to the drop in commodity prices, to the city's work-relief program and to the staggering of work by the large rubber industries. We have had little change in employment in the past eighteen months, but there is no indication of improvement. No crystallized community opinion on federal relief is evident—*E. J. Larrick, executive secretary, Community Fund.*

ATLANTA, GA.: Relief funds now in sight are adequate for another four or five months. Fulton County has appropriated $150,000, the only public fund applicable to unemployment relief, and $52,000 is still collectible from the Emergency Relief Fund pledged last fall. When this is exhausted the county will be asked for further funds. February saw the highest point in relief applications. If last year's experience repeats itself there will be a considerable drop in applications in May and June and a sharp rise the succeeding months. I do not see signs of a pick-up in industry, but the American Legion has produced about fifteen hundred temporary jobs and has influenced a good many industries to take measures to care for their employes. There is a decided division of opinion among social workers on federal relief and a definite opposition to it on the part of business interests. Atlanta has up to now been able to care for its unemployed relatively well and I believe that if any grave crisis arose funds could be secured from public and private sources to continue this care.—*Frank Miller, executive secretary, Community Chest.*

BIRMINGHAM, ALA.: Family relief, normally $84,000 a year, mounted to $245,000 in 1931. We estimated a total of $284,000 for 1932, $200,000 budgeted as emergency. But the case load has gone far above estimates and the emergency fund will be exhausted by April 1. New estimates put the 1932 requirements at $630,000. The county contributes nothing to family relief. The city, contrary to precedents, is contributing $1250 per month, and will I believe assume a larger responsibility when private funds fail. There is no indication of county action, though 20 per cent of the relief load is outside the city limits. There are no state funds in sight and there is little hope of industry absorbing any of the unemployed. Gardening and federal aid road work are the only prospect. I am of the opinion that the city and county together can and should take care of the situation without federal aid.—*H. J. Early, director, Community Chest.*

BOSTON, MASS.: Relief expenditures have been mounting and more and more families are seeking aid. It looks as though the curve would follow last year's with the figures just about double. The Department of Public Welfare, which carries the bulk of the load, expended $975,839 in February 1932 as against $578,063 in February 1931; the Family Welfare Society $38,106 against $17,789. As yet white-collar folk have not come to the relief agencies in very great numbers, though there is evidence of increasing distress in this group. The State Department of Labor and Industries reports a slight increase in employment, particularly in manufactures, in Boston and throughout the state.—*Roy M. Cushman, executive secretary, Council of Social Agencies.*

BUFFALO, N. Y.: Relief funds are in hand or substantially guaranteed to continue the present program for another year. We expect additional appropriations from the city on July 1. The county has already provided money for the calendar year, and state aid has been extended until November, and possibly through 1933. Our chest campaign comes this spring, but if it should be necessary we could probably raise more funds in the fall as we did in 1931. Relief demands are still increasing and even if business picks up at an early date it will be, in my judgment, at least a year before the relief situation begins to show a change. My impression is that local opinion is opposed to federal relief.—*David C. Adie, executive secretary, Council of Social Agencies.*

CHICAGO, ILL.: Funds are not sufficient to give adequate relief to all who apply. However all families do receive something. I believe that food is adequate and that no one is suffering from cold. Most evictions are being prevented. All funds in sight were exhausted in January, but state funds, which may amount to $20,000,000, will carry the present program until August 1. We certainly expect further county and state money, but probably not until the next regular session of the legislature in January. I think more private funds could be raised early this summer and I hope the effort will be made. I believe that our peak came in February, but the change in systems of accounting due to the transfer of all employment cases to public funds has delayed comparable figures. A slight improvement in the relief situation seems probable, and there are certain slight indications of improvement in business, especially in banking. The majority of social workers and the trustees of social organizations appear to favor federal relief in the form of state aid.—*Joel D. Hunter, general superintendent, United Charities.*

CINCINNATI, O.: Relief allowances are not adequate, many of them are dangerously small, but even so all funds in sight will be exhausted by the end of March. Relief demands will probably continue to increase as more people exhaust their private resources. There is little prospect of a change in employment conditions and we must anticipate a heavy relief load next fall and winter. We hope that the special meeting of the legislature will provide aid through local and perhaps state funds, but at the best these will be inadequate for industrial communities. Unless large private funds are made available the inadequacy of relief will be even more apparent the rest of the year than it is now. We anticipate difficulty in our chest campaign for $2,500,000, of which $500,000 is for unemployment relief. For the most part the community feeling is against federal relief, but I personally think that if the situation continues much longer we shall have to come to it. Local governments are now staggering under the load. Certainly state aid is inevitable.—*Fred H. Hoehler, commissioner of public welfare.*

DURING February fourteen thousand of the twenty-one thousand families registered with our social agencies were given relief. They are increasing at the rate of one thousand a month and with the prospect of only a slight falling off during the summer, and of relief needs next fall and winter considerably in excess of the past. Unemployment relief, exclusive of other relief, is now running at the rate of $325,000 a month. On this basis we face a deficit of approximately $2,500,000 beyond any funds in sight from either private giving or public appropriations. This estimate takes into account the $500,000 item for direct unemployment relief which we hope to raise in the April chest campaign. The governor's program, now before the special session of the legislature, will produce part of the deficit and may provide a way whereby Cincinnati, through bond issues, can secure the balance. I sense a little more optimism here concerning business, but I am convinced that next fall and winter will require far more money from taxation than has been expended from these sources up to the present time. A way must be found by which the states and the federal government can back up the local communities if real suffering is to be avoided.—*C. M. Bookman, secretary, Community Chest.*

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CLEVELAND, O.: Relief funds, public and private, are not adequate at the moment, and the present program cannot be continued through May. The peak of relief families will probably come the end of March. We expect only a slight decrease through the summer, and unless conditions improve, the load will begin to rise again in September. It is possible that more private funds could be raised this spring if necessary, but we believe that this would make next fall's campaign much less likely to succeed. We hope and expect to secure additional public funds as a result of the present special session of the legislature. There are no indications of employment picking up sufficiently to change the relief situation. Insofar as we can sense community feeling it is that given legislative authority our own city and county resources will be sufficient to meet the needs of the community without federal relief.—*Raymond Clapp, director, Welfare Federation.*

COLUMBUS, O.: Standards of relief are utterly inadequate but the present program, such as it is, can be continued for about two months. The private emergency fund is being stretched thin to last through the year, but the city fund must soon be replenished if we are to go on. Relief demands are increasing and we see no prospect of improved employment except a little seasonal work. No new large amounts could be gained from private sources. We are having the hardest possible time collecting last fall's pledges. Community opinion seems divided on federal relief with social workers generally favoring it. Our situation is tragic with our only hope in the action of the special session of the legislature. State aid will enable us to maintain present standards. Federal aid would enable us to improve them—a vital necessity.—*Stockton Raymond, secretary, Community Fund.*

DAYTON, O.: Since January 1 the city has provided the bulk of relief funds which have been administered by the Family Welfare Association. At the rate we are going these funds will be exhausted by June 1. The Association's funds, for items other than food and fuel, will last until November. Relief demands reached a peak on March 1, and have not receded. If the experience of other years is a guide our load should be reduced by half by early summer, but of this we have no assurance as there is no sign that employment will pick up to any substantial extent. I doubt very much if funds could be raised from private sources this spring, but we hope that the special session of the legislature will enable the city and county to secure funds to see us through the year. The feeling toward federal relief is distinctly divided.—*Arch Mandel, executive secretary, Community Chest.*

DENVER, COL.: Relief funds, both public and private, have been adequate up to now but will not support the present program beyond May 1. We shall probably reach our peak in March, with a considerable improvement in April and May due to seasonal employment. We are expecting further and increased appropriations from the city. No help is expected and probably would not be possible from the state. More private funds could probably be raised, though it would be difficult to raise enough to carry on at the present rate. Unless the general situation improves we shall have a much harder time next fall than we have had the past fall and winter. We see no signs of an improvement sufficient to ease up the relief situation. The community feeling I believe is against federal aid, and I think we shall be able to handle the situation without it, but I am told that in other sections of the state it is greatly needed.—*Guy T. Justin, executive secretary, Community Chest.*

DES MOINES, IA.: Relief funds are inadequate and cannot carry the present program longer than three or four months. More private funds can, I believe, be raised if necessary, but we anticipate additional county appropriations to help carry the load. The peak came in February. The summer will be lighter, but next fall and winter will be the same as this, or worse. So far as I can see it will not be better, though there are some slight indications of a pick-up in industry. This community appears opposed to federal relief.—*Charles I. Madison, secretary, Community Chest.*

DETROIT, MICH.: Public and private relief funds are adequate at the moment, though relief per family is at the lowest rate for two years. The present program can be continued through June only if employment picks up definitely. Relief demands are increasing daily and the 1932 peak is evidently not yet reached. The Public Welfare Department had sixteen thousand families under care last November and now has twenty-seven thousand. Present indications are that automobile employment will improve rapidly during the next three months and so relieve the situation. After that no one can guess. The city welfare fund of $7,000,000 budgeted to July 1, is now slightly behind its schedule. Since January the Emergency Relief Committee has raised three quarters of its million dollar goal, and will raise the rest, but I doubt if any more private funds could be raised this spring. The business community generally is against federal relief and is now looking toward state action, though as yet state officials have refused assistance. These attitudes may change rapidly however if city and county funds are exhausted and employment drops again after the seasonal pick-up.—*Percival Dodge, secretary, Community Fund.*

FALL RIVER, MASS.: Funds in sight, public and private, will support the present program about one week. What will happen after that no tongue can tell. Probably more private funds can be raised this spring in the event of an acute situation. Relief demands appeared to reach a peak in mid-March, though there are no indications of a pick-up in industry. "Positively do not approve" is the sentiment of the community toward federal relief.

GRAND RAPIDS, MICH.: About 90 per cent of the dependent families in the metropolitan area are eligible for care by municipal and county authorities. Municipal funds, including a calamity bond issue of $700,000, will be exhausted on March 31. The county is in better shape and anticipates no difficulty in caring for its dependents for the rest of the year. Funds for private agencies are wholly inadequate and will probably be exhausted in July. The peak in relief came in February with seven public and private agencies expending $106,715. I believe that we shall have but little falling off in demand during the summer and that next fall it will be greater than ever before in our history . There is no evidence of an improved employment prospect. We might possibly raise more private funds, but no campaign is likely. At the present time a Committee of One Hundred, appointed by the city commissioners, is attempting to study the set-up, methods of operation and needs of our municipal welfare department. Both of our daily papers and perhaps a majority of our citizens are opposed to federal relief. The chapter of the American Association of Social Workers has declared in favor of it.—*Victor S. Woodward, secretary, Welfare Union.*

HARTFORD, CONN.: Total relief funds for the Hartford Metropolitan Area are adequate in that they are providing, I think, nearly everything which the general sentiment of the community demands. We estimated total relief expenditures for the calendar year 1932 at $1,625,000, the Community Chest to cover about one third, and the Department of Public Welfare the balance. The Chest will meet its schedule. The city will undoubtedly follow its usual custom of making deficit appropriations according to need. Relief expenditures are

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running about 20 per cent above the estimates, and will probably be nearer $2,000,000 for the year than the total estimated. Applications for relief began to decline in January, but expenditures remain steady. We expect a drop in April but unless there is a very substantial improvement in employment the decline will not be as great as we hoped for. At the present moment there are no indications whatever of an improvement sufficient to change the situation within the next six months. The sentiment in this community is definitely and predominantly opposed to federal relief in any form.—*Leroy A. Ramsdell, executive secretary, Council of Social Agencies.*

KANSAS CITY, MO.: Private relief funds are nearing exhaustion and there is no public fund for unemployment relief. The city has been providing staggered work for some six thousand men but this program has now been greatly curtailed. The Provident Association, the chief family agency, has exhausted its allotment of $400,000 and will require as much more to carry its load to November 1, the end of the fiscal year. Relief expenditures have been dropping since the peak of $96,000 in December. We have some hope of getting upwards of half a million accumulated income from an estate still in litigation, but if decision is delayed we shall have to look elsewhere for funds. There is talk of some sort of local tax for direct relief only. That failing we should have to try for more private funds, though the general feeling is that such an effort would be disastrous, both in the amount raised and in its effect on next year. We anticipate some seasonal improvement in business but not enough to affect the relief situation materially. There is no strong feeling here in favor of federal relief. The local chapter of the American Association of Social Workers is strongly divided. Business leaders seem to feel that somehow we will take care of the situation without knowing just how it is going to be done.—*C. W. Pfeiffer, secretary, Charities Bureau.*

LOS ANGELES, CAL.: Relief funds, public and private, are inadequate, with demands on the county welfare department increasing, and demands on private family agencies slightly decreasing. Funds in sight will support the present program until May 1 when, it is hoped, the county will make an appropriation to carry the load to July 1, the end of its fiscal year. Such seasonal employment as is developing is entirely unequal to the need. The community is divided in its attitude toward federal aid, but most of the social agencies seem to favor it for work rather than for direct relief.

MILWAUKEE, WIS.: Public and private relief funds seem adequate at the moment but demands are still increasing and it is impossible to tell how long the present program can be continued. The state emergency relief fund is helping the general situation. More private funds could probably be raised but there is no evidence that this will be considered necessary. Some support for federal relief is heard, but an emphatic division of opinion among taxpayers is apparent. There are no indications at the present of enough improvement in industry to ease up the demands for relief.

MINNEAPOLIS, MINN.: Public and private relief funds are reasonably adequate at the moment, and with additional funds for public relief, which we have every reason to believe the city will provide, the present program can continue through the year. Relief demands are increasing, and we hope for little during the summer than a flattening of the curve, with another rise in the fall. I see no industrial development sufficient to ease the relief situation. There are different opinions here regarding federal relief. The Hennepin County Farmer-Labor delegates have endorsed it. Others favor local responsibility. Most people seem to feel that Minnesota can meet its own relief problem.—*Otto F. Bradley, executive secretary, Community Fund.*

NEW HAVEN, CONN.: My impression is that we are doing a more extensive job in relation to need and a more adequate job on individual cases than was done in previous depressions, though we still have nothing to boast about. Funds now in sight, public and private, will carry the present program through the current year. It will not be necessary to raise additional private funds this spring. The city is not making specific appropriations for public relief but is charging the excess to a special account, thereby creating a deficit which it hopes to wipe out, if necessary, by a special tax over a period of years. A state fund has been discussed, but no action taken. The local industrial situation holds no promise of any easing of relief demands. We do not anticipate a better condition next fall, but we do anticipate a particularly difficult time in fund raising. In so far as there is any community opinion on the subject it seems opposed to federal relief. There is a widespread feeling that the possibility of state funds has not been sufficiently explored.—*John B. Dawson, secretary, Community Chest.*

NEWARK, N. J.: Relief funds, public and private, are inadequate, with private agencies obliged to limit intake and the public agency barring certain groups—childless couples and nonresident families—with some unfortunate consequences. Relief demands are distinctly increasing with the peak yet ahead. The spring pick-up of work will hardly keep pace with the increasing number of families who are at the end of their rope. Additional private funds might be raised this spring, but it would have to be undertaken by an independent group outside of the Federation and there seems little likelihood of such activity. Political leaders are averse to taking responsibility for increased taxation and city, county and state appropriations are all smaller than the admitted need. There are as yet very few indications of industrial improvement. Federal relief is not generally understood and most people seem opposed to it.

NEW ORLEANS, LA.: Since July 1, 1931 unemployment relief funds totaling $50,000 a month have come from a 5 per cent salary contribution from city and state employes, and appropriations by two state boards. On March 1 the city and state announced general salary reductions and all salary contributions ceased. Pressure is now being brought for a city bond issue of $750,000 to last one year from May 1, which would relieve but not meet the need. No more private funds are in sight. Unless employment conditions improve, of which there is no indication, relief needs will increase. The proposed bond issue is a first step in the use of city funds for relief. Public sentiment in favor of federal relief is weak.

NEW YORK, N. Y.: Relief funds are inadequate and will not carry the present program beyond June 1. Demands and expenditures are both increasing month by month. March, with an expenditure close to $6,000,000 is the highest to date. Relief expenditures, from all sources, public and private, from October 1931 to April 1932 add up to approximately $24,501,210. For the next six months, to October 1, we have available about $11,000,000. To maintain the status quo till that date, that is to care for a number equivalent to those now being cared for by public and private agencies, and to meet the needs of new applicants at the rate at which they are now applying would take an additional $25,000,000. By reducing the work-relief wage from three days a week to two, and reducing the numbers receiving care on the theory that fewer will need help during the summer, we might get by with an additional $20,000,000 for the six months. The Future Plan Committee of the Council's Coordinating Committee is now working on the program with Frank J. Taylor, commissioner of public welfare.

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I do not believe that any substantial amount will be raised privately this spring. Further public appropriations must be forthcoming. There is no evidence that business conditions are improving or that the relief load will ease off. Bankers, business men and the press are on the whole opposed to federal relief.—*William Hodson, executive director, Welfare Council.*

OMAHA, NEB.: Private funds have carried the bulk of unemployment relief here, up to the present, fairly adequately. But the program cannot continue more than two months with funds now in sight. We hope that relief demands will begin to fall off in April, but from all indications the drop will not be the normal decrease or even the decrease experienced last year. We do not anticipate that the seasonal pick-up of unemployment will be sufficient to affect the relief load materially.—*Philip L. Ketchum, director, Community Chest.*

NOTE: Private funds in Omaha consistently carry 75 per cent of the outdoor relief program, and taxation for relief purposes is low. An effort is being made to secure a county appropriation of $300,000 for relief for the remainder of 1932. Should this fail an attempt will be made to induce the governor to call a special session of the legislature. A supplementary Community Chest campaign this spring could not be expected to realize more than $150,000. In general the community appears to be opposed to federal relief.

PHILADELPHIA, PA.: Relief funds are at the point of exhaustion. We have had no public funds since December 23 and we shall be most fortunate if the private funds secured through the United Campaign in November last until May 1. Even should the Talbot Bill for state aid be declared constitutional and the city receive $2,500,000 from that source it would last only a little more than two months. The Committee for Unemployment Relief is spending at the rate of $50,000 a day. Sixty thousand families are receiving relief. The financial situation of Philadelphia is such that no great help can be hoped for from the city. Since pledges to the United Campaign continue to fall due until next October it is difficult to see how additional private funds could be raised. Our chief hope for the future lies in the calling of a special session of the state legislature. There is no improvement in the industrial situation. Taking the community as a whole there seems to be no united sentiment in favor of federal relief.—*Karl de Schweinitz, executive secretary, Community Council.*

PITTSBURGH, PA.,:The Allegheny County Emergency Association with eighteen thousand families dependent upon it for relief has exhausted its resources. Its outdoor relief budget, distributed through six family welfare agencies, was to have lasted until fall, but due to the continued increase in relief needs and the collapse of the outdoor relief program of the Directors of the Poor, it has all been expended. Funds ear-marked for specific work-relief projects have been diverted to meet these relief needs, and the work program, affecting ten thousand additional families, has been suspended. This move will only carry the outdoor relief load for three weeks. The poor tax has been doubled but funds from this source will not be available until July. Budgets of the private agencies cannot carry any additional load. The City Council at the request of a joint committee from the Welfare Fund and the Emergency Association has agreed to submit a $5,000,000 bond issue to the voters in April. The County Commissioners have been asked to submit a $10,000,000 bond issue for work-relief on public projects but have not yet given their decision. The City Council has appropriated $260,000 to provide relief until other funds can be secured. The Directors of the Poor may match this. A drive to raise twenty-eight thousand subscriptions of $100 each to carry as many families until summer has just started. At present relief demands are increasing, but at a slightly slower rate than in midwinter. Opinion has tended to regard federal relief as a last resort, but there is probably less opposition now than several months ago, and there is still a question as to whether state and local resources have been fully tapped.—*Frederick F. Stephan, director, Bureau of Social Research, Federation of Social Agencies.*

PROVIDENCE, R. I.: I question very much whether the word "adequate" is applicable to any relief program at the present time. However, the program in Providence is operating efficiently. Public emergency relief funds will be exhausted by August 1. Last November the state appropriated $1,500,000 for unemployment relief, and an additional appropriation is now proposed to carry the program through the calendar year. It is generally agreed in Rhode Island that unemployment relief should come from tax funds and be administered by directors of public aid. We believe that more private funds could be raised this spring, but are confident that it will not be necessary. Unemployment is not increasing but there is a rising curve of relief applications due to depleted individual resources. We expect to reach the peak the end of March, with little change during the spring months. Indications of improved employment conditions are not encouraging. This community is generally opposed to federal relief and it is my personal opinion that Rhode Island is well able to meet the situation for months to come.—*Henry L. Burt, executive secretary, Community Fund.*

RICHMOND, VA.: Funds in sight, public and private, are apparently sufficient to carry the present relief program through 1932. The adequacy of the scale of relief to maintain normal family life is open to question. Relief demands are heavier than at any time and we anticipate little change. Unemployment seems to be static. We have no state funds for outdoor relief, but the county supervisors seem to be planning to increase appropriations for the area adjacent to the city, and we expect additional appropriations from the city. I do not believe additional private funds will be necessary this spring. The local press, the Chamber of Commerce and the wealthier citizens are opposed to federal relief while individuals representing labor favor it.—*Arthur A. Guild, director, Community Fund.*

ROCHESTER, N. Y.: Relief funds appropriated to date are not adequate for the balance of the calendar year, but the chest campaign will be held in May and the municipal authorities are expected to make further appropriations. The number of cases under care apparently reached its peak in January but as employment conditions are not noticeably improving no immediate reduction in relief requirements is expected. Community opinion is divided on federal relief.

SAN FRANCISCO, CAL.: Funds in sight, adequate at the moment, will carry the present program to July 1, the beginning of a new municipal fiscal year. How adequate the new municipal appropriation will be we cannot say. Relief demands for families are still increasing, but for single men decreasing. We anticipate March as the peak, but we do not anticipate anything better than a leveling off of the curve during the summer. November will probably bring a large increase in relief demands. More private funds might be raised this spring, but this, in my opinion, would have an unfortunate effect on the regular chest campaign next fall. The governor's State Unemployment Commission is studying relief conditions throughout the state and will presently hold public hearings to discuss possible participation by the state in the relief program. But no aid from this quarter can be expected before next winter, if at all. I see

(*Continued on page* 92)

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What's the Matter with Volunteers?

By EDWIN S. BURDELL
Department of Sociology, Ohio State University, Columbus

SOCIAL agencies in this country have over the years developed an adequate technique to treat normal conditions of dependency and unemployment. When however the present unprecedented relief needs became felt these agencies were unable to expand their personnel to anything like the degree necessary to administer relief, let alone to cope with rehabilitation and constructive family planning. Social-work standards everywhere have had the pins knocked out from under them. From the private agency that entered the depression with a staff of college-trained workers to the public department without a college graduate to bless itself with there is the common bond of stupendous case loads and pressing problems of funds for immediate material relief.

It is obvious that with only enough money to supply starvation diets to destitute families no more paid personnel can be expected. Volunteers seemed to be the logical way out. In every community there are many women and a few men sincerely actuated by sympathy and helpfulness who, with intelligent preparation and guidance, may be used in the expanded activities of the social agencies. Many of them come from middle-class circumstances where the pinch of unemployment is rapidly penetrating. But whether from the leisure class or the middle class they bring with them the existing local attitude toward social work. It is fair to assume that the volunteer group will be a cross-section of the community and that the trained social worker has no right to expect anything more or less from the volunteers as individuals than from the community as a whole. But until faced by the present situation the very suggestion of volunteers made many social workers groan. They recalled a long history of ineffectiveness and said, "No, we'll use more time supervising them than if we did the job ourselves."

And right there is where the professional gives herself away. Where volunteers have failed it is because, nine times out of ten, the professional has not thought through the job assigned to the volunteer in terms of the volunteer's own mental equipment. Routines which to the professional are incidental, their value taken for granted, become for the volunteer so much senseless drudgery. Contacts with clients which the professional takes in her stride become formidable personality conflicts to the volunteer. She may approach the interview with a sense of superiority, the "now I know what's best for you" attitude, or with the inferiority complex which likewise throws confusion into a situation requiring patience, tact and understanding. We sometimes criticize young social workers for a lack of appreciation of the mental point of view of their clients, yet many agency executives fail with volunteers because they do not take into account the attitudes that the average layman brings to social work.

Consider, for example, the housewife, probably the most difficult layman extant to gear into a social agency. She has been queen in her own household with possibly a king, her husband, over her but sufficiently remote as not to be a factor in the local domestic despotism. So far as her rule below stairs is concerned there is no other authority than her own judgment. You have only to listen to a group of these women discussing the "servant problem" to realize how uncompromising they can be. The difficulty with the housewife as a volunteer is not alone in her attitude which makes it impossible for her to meet clients with anything like equality of understanding but in her inability to fit into any organization other than the one she dominates. Team work, respect for routines, appreciation of technique developed over years of experimentation, loyalty to superiors, frankness with colleagues and subordinates, all such qualities, indispensable to the successful staff member, are missing from the equipment of the good old-fashioned practical housewife when she undertakes to bring her practicality into the highly organized mechanism of a first-class social agency.

Fundamentally too many people are still living, mentally, in the middle of the last century when "rugged individualism" had an undeveloped hinterland to work in. The side of bacon and bag of beans philanthropy of our grandfathers' day is still held sufficient to bring nourishment to the starving, health to the sick and salvation to the unregenerate. Just why this attitude persists is an interesting example of cultural lag. Industry itself has long ceased to exist in terms of individualistic units fighting one another for survival. Mergers, consolidations, trade agreements, have demonstrated the value of collective action. Yet thousands of persons resist with Victorian smugness collective effort and attack on the problems of poverty. Until this group catches up the social-work executive will have to hand-pick her volunteers, for a layman with the traditional prejudices will absorb little or nothing of the painstaking effort of the professional to train her for any large-scale volunteer job.

MUST then the executive resign herself to utilizing volunteers merely as motor drivers, messengers, file clerks and the like? Not if the agency or a group of agencies will undertake to train the volunteers collectively in the collective point of view. But how take time for training in such days as these? Here again collective action is the answer. Let me cite the experience of Columbus, Ohio, where the Council of Social Agencies appointed me to head its volunteer training project. In the first place all agencies were circularized to determine their needs and their ability to absorb volunteers. Pastors of all churches in the local federation were asked to announce the course and brief articles were prepared for the newspapers. It was predicted that perhaps twenty-five or thirty women might be attracted, but on the opening day 175 presented themselves and three weeks later 135 completed the course. Ninety-six were assigned at once to agencies.

In planning the course the lukewarm enthusiasm of the community toward organized social work was taken into account and an effort made to lead attention from what was presumed to be an individual method of coping with

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each case by independent action to the collective method of attack through organized social forces. A professor of the School of Administration of the State University was secured for three lectures a week of an hour and a half each over a period of three weeks. He began with data on the emergency situation in the city and the anticipated needs of the winter, followed with an effort to convey a real understanding of the meaning of unemployment in terms of food, clothing, shelter, friendly counsel and intelligent service. The inevitable outgrowths of the lack of these elements, such as broken health, broken morale, delinquency and crime as concomitants of a desperate struggle for existence or of a surplus of undirected leisure, were emphasized. How needs might be met, whether through breadlines, soup kitchens and food baskets, or through the pooling of resources, the facing of facts and the use of tested and workable methods, was evaluated. The factual phase of the course was limited to a discussion of the public and private relief agencies and a brief explanation of the value of the educational and character-building agencies.

Against this background were sketched certain attitudes which might well motivate the social worker in coping with specific problems, as for example, that poverty is not necessarily pauperism, that most of the clients are in need through no fault of their own, that people are helped most when worked *with* and not *for* and that the maintenance of self-confidence and self-respect among those in need is important and necessary. During the last three lectures twenty agency executives were invited to present briefly the work of their agency and the opportunities for volunteer service.

At the end of the course ninety-six women were assigned to fifteen agencies of their choice. The remainder were held temporarily inactive due to lack of designation. Ninety-one women preferred work with clients and thirty-one preferred office work. Twelve expressed no preference. Of the thirty-eight who elected to work with the City Division of Charities twenty-five organized themselves into a class for the continuation of instruction in social case work including the technique of the interview, diagnosis and treatment. Due to the enormous demands upon the Division many of the volunteers are taking full responsibility for selected cases. Therefore a part of each class period was devoted to a brief case conference designed to further the general understanding of the group.

The essence of our method has been to recognize the strength as well as the weakness of the volunteer in social work. By building on this strength—the desire to give unselfish service—we have developed an esprit de corps and a pride in effective performance that is successfully combating the weaknesses that so many staff members have taken as inherent and ineradicable in the volunteer.

To Interpret Social Work

TAKING its cue from last fall's experience with a national publicity campaign to stimulate local financial support of social work, the National Social Work Council has lent its auspices to prepare a way for a united educational program by which social work as a whole may present its case to the public and, as J. Herbert Case says, "keep the hoop around the whole barrel of organized social services."

After various confabs among representatives of national organizations on the necessity of advance planning, an administrative committee has been formed for a preliminary three months' period with Dr. William F. Snow of the American Social Hygiene Committee as chairman and Bart Andress, last year a special representative of the Association of Community Chests and Councils, as executive director. Other members of the committee which may later be enlarged are: Dr. Kendall Emerson, National Tuberculosis Association; the Rev. John O'Grady, National Conference of Catholic Charities; Linton B. Swift, Family Welfare Association of America; Harry L. Lurie, Bureau of Jewish Social Research; Allen T. Burns, Association of Community Chests and Councils; Katherine Tucker, National Organization for Public Health Nursing; Howard S. Braucher, National Recreation Association; F. W. Ramsey and J. A. Urice, National Council Y. M. C. A.; Emma Hirth, Y. W. C. A.; Mary Swain Routzahn, Social Work Publicity Council; Dr. George E. Fisher, Boy Scouts of America, and David H. Holbrook, National Social Work Council. Offices are at 450 Seventh Avenue, New York.

This committee has abundant evidence that the national mobilization project of 1931, in spite of certain confusions and limitations, was helpful and stimulating to local effort. It believes that a similar program, modified and improved, should be repeated this year with the backing of an independent national sponsoring committee which would enable social work to stand on its own two feet in meeting the many problems of finance, service and interpretation with which it is confronted.

The present effort of Dr. Snow's committee is directed toward a general stock-taking of the whole situation of social work, its program obligations, responsibilities and support. It is urging as a first step in preparation for the inevitable strains of the next year that every city and town make a thorough community inventory of local resources, public and private, for such essential services as emergency relief, preservation of family stability, protection of health, prevention of delinquency, shielding of neglected and exploited children, guidance of youth and care of the aged and infirm. It is itself through five committees from as many fields of social work developing authoritative basic material out of which to formulate a unified program of interpretation. Final decision on the launching of such a program and on its form and content will be made at the meetings of the national agencies in Philadelphia at the time of the National Conference in May.

"Social agencies," says Dr. Snow, "are finding it necessary to reevaluate and radically adjust their programs. Nevertheless their activities must not be curtailed below the point where the essential values they represent will be sacrificed. A well planned concerted program of interpretation to the public seems to be a logical and intelligent method of supporting those values."

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Teachers Look at Education

By BEULAH AMIDON

CASTING up the account of what the depression is doing to the schools, one discovers that there is, after all, a profits side to the ledger. It is a briefer column than the debits side, where appear such items as shortened school terms, increased teaching loads, reduced services, closed schools. It has less human interest. But, looked at in long-range terms, it has real values. One of the conspicuous entries on the plus side is the stimulus to educators and the communities they serve to evaluate accepted school plans and processes. What is the goal of our educational system? How are the subjects we teach, the textbooks we use, our school playgrounds, adult classes, vocational training and other "special services" related to this aim? Do we make the best possible use of our elaborate school plants? Are our teacher-training requirements drawn up with regard to our educational purposes? And, in particular, what is the connection between school experience and "real" experience—between our educational procedure and the world in which it goes on?

The experimental schools, small, flexible and privately supported, have in recent years served as laboratories to try out new educational theory and technique. Their preoccupation with these current questions came to focus in a resolution, introduced by Nellie Seeds of Manumit School and unanimously passed at the business meeting of the Progressive Education Association held last month in Baltimore, which "authorizes and instructs the executive committee to provide for an economics and sociology section within the organization which shall promote within the schools and their affiliated bodies thoughtful and systematic study of the economic and industrial problems confronting the world today."

THIS simple and rather formal statement covered a yeasty ferment of enthusiasm and discussion called forth by Prof. George S. Counts of Columbia University who at the dinner meeting hurled into the conference program the question, Dare progressive education be progressive?

Dr. Counts began by listing real achievements to the credit of the new-school movement: "It has focussed attention squarely upon the child; it has recognized the fundamental importance of the interest of the learner; it has defended the thesis that activity lies at the root of all true education; it has conceived learning in terms of life situations and growth of character; and it has championed the rights of the child as a free personality." But, he submitted, progressive education has so far failed to fit itself into any social concept; it has built up no scheme of social welfare, "unless it be that of anarchy or extreme individualism." This, Dr. Counts held, is largely because the new schools reflect the viewpoint of the members of the liberal-minded upper middle class who provide most of the progressive school children. "These people have shown themselves entirely incapable of dealing with any of the great crises of our time—war, prosperity or depression. At bottom, they are romantic sentimentalists. That they may be trusted . . . to shape our educational programs would seem to be highly improbable."

For more than a generation, he pointed out, the center of human interest has been shifting from politics to economics. Schools have failed to keep up with this shift, and even in the "new" schools he finds little awareness of the realities of the going world. Though children learn of our growing mastery over the forces of nature, neither they nor their teachers seem to see how we are surrounded by chaos and misery of our own making: breakfastless children march to school past bankrupt stores filled with food; millions of strong men walk the streets in vain search for work; automatic machinery threatens us with increasing hordes of unemployed; wages paid to the workers do not permit them to buy back the goods they help produce; consumption is subordinated to production; ethical and esthetic considerations are overridden by "practical" men concerned only with material gain; racketeers and gangsters exact toll of trade from behind machine-guns—to cite only a few of the examples listed by Dr. Counts. And yet, as he sees it, our situation is more filled with promise than with menace and "we hold within our hands the power to usher in an age of plenty, to make secure the lives of all, and to banish poverty forever from the land." But only a change in our economic order can enable us to harvest the fruits of inventions and discovery. "Obviously the growth of science and technology has reached a point where competition must be replaced by cooperation, the urge for profits by careful planning, and private capitalism by some form of socialized economy." This calls not only for honest facing of economic problems—labor, income, property—but of the whole range of human life: leisure and recreation, sex and family, government and public opinion, race and nationality, war and peace, art and esthetics.

THE speaker insisted that he did not mean by this merely that provision should be made in progressive schools for children to study problems of economics, government and so on, important as that is. "To my mind a movement honestly styling itself progressive should engage in the positive task of creating a new tradition in American life—a tradition possessing power, appeal and direction." This would be, as he defined it, "a tradition that has roots in American soil, is in harmony with the spirit of the age, recognizes the facts of industrialism, appeals to the most profound impulses of our people, and takes into account the emergence of a world society." Here is a far journey from the familiar landmarks of education. But "if we are content to remain where all is safe and quiet and serene, we shall dedicate ourselves, as teachers have commonly done in the past, to a role of relatively complete futility, if not of positive social reaction." It even means "flirting with the idea of indoctrination." But, Dr. Counts insisted, "until we have undertaken this assignment we are scarcely justified in opposing and ridiculing the efforts of the so-called patriotic societies to

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force upon the schools a tradition which, though narrow and unenlightened, nevertheless represents an honest effort to meet a profound spiritual need." And, he concluded, "whether our progressive schools, handicapped as they are by the clientele which they serve and the intellectualistic approach to life which they embrace, can become progressive in the genuine social sense here suggested would seem to be highly doubtful. Nevertheless to my mind this is the central educational task of the age in which we live."

Seldom perhaps has a group of school heads and classroom teachers been so sharply challenged. A wide range of educators, social workers, parents, "good citizens" will be eager to see how the progressive schools respond and, if they undertake the adventure Prof. Counts offers them, to what extent they can enlist the interest and cooperation of public schools in defining and upbuilding a scheme of education which deals realistically with the problems and the opportunities of the modern world.

The Integrity of Mental Hygiene

By FREDERICK L. PATRY, M.D.

Neuropsychiatrist, State Education Department, University of the State of New York

HUMAN life does not consist merely of the summation of so much bone, muscle and nervous tissue in which resides a mysterious mind in a certain part of the organism. Mind and body cannot be separated. We know that our moods and feelings alter the functioning of various organs, and conversely the functioning of bodily organs influences or colors our thoughts, feelings and moods. Can you imagine the brain or intestinal tract stalking about without the rest of their host? It becomes obvious that we can only appreciate problems of body and mind by embracing the concept that the individual reacts as a total and integrated unit. Mind is something more than the expression of one's intellectual faculties—reasoning, judgment, memory, or something merely above the eyebrows. *Mind is the human being in action.*

That action is initiated by a wealth of factors. It is the "he" or "she" and "you" and "I" or "they" in action. It is the expression of the way we feel and think—our desires, cravings, anticipations, memories, and so forth. Our mental life is so intricately bound up with our bodily functions of digestion, circulation, glandular activity and all other forms of bodily functions that it would be the height of self-deception to attempt to evaluate mental behavior without a grasp of all the facts entering into it—physical, mental, intellectual, emotional, constitutional, and environmental.

It was not until this conception of integration was sensed that mentally ill persons were considered "sick" and deserving of humane treatment and consideration the same as other types of disease. Prior to this the so-called insane were regarded as bewitched, possessed of evil spirits or demons; or if their utterances and behavior seemed to be in accord with those that held power and authority, or pleased the multitude, they were considered oracles, prophets or divinely inspired.

Another fundamental conception of mental health is the fact that we human beings are not primarily motivated by intellect, reason or ethical suasion. We are fundamentally organisms that are guided by our emotions and feelings, desires and longings rather than by our relatively recently acquired intellect. We are fundamentally feeling and doing organisms rather than thinking and reflective individuals. Our emotional life operates so subtly, often unbeknown to our full-waking state, that our intellect is virtually hypnotized into doing almost anything it wishes. Conventional morality has on the other hand activated in the more highly intellectually organized of us so-called mechanisms of rationalization, defenses and projections which are excuses or reasons concocted to deceive ourselves and others as to the real motives underlying our behavior, and to bolster up our own ego.

UPON what does our behavior, success or failure in life depend? Fundamentally four things:

1. The stuff out of which we are made. We cannot gainsay the experience-proven facts of heredity. It seems to me unprofitable to argue the relative role of heredity and environment. They are inseparable. We probably copy and acquire as much as we inherit. We know that certain constitutions cannot stand the stress and strains of life as well as others, and that certain predisposing tendencies or liabilities are apt to occur in some families more than in others. But our practical problem is: What environment can give constitutional endowment its best chance of development? How may we best capitalize the constructive individual differences of this experiment of nature in our midst, bring about the optimum balance of his assets and liabilities, to the end that he will become a marketable, reasonably happy and socially successful person?

2. The way in which environment and training—home, school, neighborhood and church—have molded that stuff.

3. The habit training and habit patterns woven into the warp and woof of our daily life during our most formative years. Such habits as personal hygiene, habits of work, play, diet, relaxation and sleep, habits of emotional control, habits of social relationships and so forth to a very large extent determine our everyday behavior.

4. The type of choice and decision patterns which we have cultivated certainly play a role, but a relatively minor one.

Mental hygiene, like love, virtue or patriotism, cannot be acquired or superimposed like a coat of paint. It must spring from daily living—thinking, feeling and doing, the product of one's experience and conscious effort to improve one's self. We all need to appreciate the principles and practices which mental hygiene indicates in order to facilitate a healthier, happier and more efficient adjustment to life in our various fields of endeavor. Like all things really worth having, it is only yours for the working.

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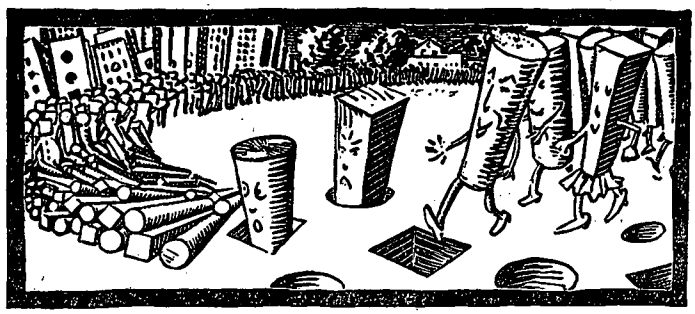

SOCIAL PRACTICE

A Way Out of Confusion

IN connection with its work for the blind the San Francisco County Welfare Department has inaugurated a round-table discussion group for representatives of the various agencies and of the blind whom these agencies serve. There is no formal organization, the only requirement for participation being interest in the blind. The primary aim is to stimulate training and employment opportunities. The meetings are in the nature of case conferences, with the blind persons themselves helping to work out plans for their own training and employment.

San Francisco has seven agencies concerned with work for the blind so that the blind client sometimes has contact with as many as ten social workers representing different agencies or different phases of their work. Overlapping and duplication inevitably result, with confusion among social workers as to their responsibility and confusion among the blind as to where to turn for assistance for specific problems. These discussion meetings tend to clarify the situation and will eventually result, it is hoped, in a greater centralization of service and responsibility for the work.

The Social Approach

IN order to decentralize its activities and insinuate its social philosophy into New York's far flung public-school system, the new Bureau of Child Guidance, Leon W. Goldrich director, has formed an association to promote mental health among school children, with a guidance committee in each school. Members of the association are teachers, one from each school appointed by the principal. This teacher maintains liaison between the Bureau and her own school-guidance committee of which she is chairman and which includes a member of the health-education department, the school doctor, the grade adviser, the visiting teacher and others. The problem child is first considered by his own school committee. Only when his case becomes particularly difficult and complicated is he referred to the central Bureau. The Bureau now has its own clinic with Dr. Frank O'Brien in charge of its medical, psychological and social-work staff.

To acquaint the liaison teachers with the social resources of the city the Welfare Council is giving five courses of lectures, one in each borough, covering the organization of family welfare, child welfare for dependents and delinquents, emergency relief, recreation and health services.

A Hard Nut for New Jersey

JUST why the volume and cost of child dependency in New Jersey has increased so heavily and what can be done about it is the subject of a study recently presented to the legislature by the State Pension Survey Commission. Since 1921 the number of dependent children has multiplied three and a half times and public expenditure for their care five and a half times. Under the New Jersey law the state administers aid to children placed under its care by municipal overseers of the poor and by judges of juvenile and certain other courts. The state meets the cost of administration and the counties and cities of relief.

The study, directed by Emma A. Winslow, revealed lack of uniformity in relief grants and in standards for commitment and a tendency to dump on the state for long-time care children in need of aid only during brief periods of family disorganization. Foremost in the Commission's recommendations is a proposal to establish specific requirements for eligibility for state care, with the Board of Children's Guardians investigating need and eligibility before commitment. Aid should be equalized to children of the same age group and guardianship should be transferred to the Board only when the protection of the child requires it. The Commission commends the Board's new policy of establishing district offices, thereby bringing its service into closer touch with county and municipal organizations, and enabling it to stimulate local effort.

When Relief Lags

A NEW type of child beggar and child street-seller, forced out by unemployment in their families, is complicating life these days for the Child Labor Department of the Juvenile Protective Association of Chicago. "Many times during the past year," says F. Yetta Youmans, the director, "we have faced families of eight or nine children in clean, orderly homes where the discontinuance of the children's street-selling would have meant a serious hardship to the already undernourished families. Many times we have found that street-selling and begging had been embarked on for the first time and then only because of dire need."

The increase in child beggars and street-sellers from ordinarily self-respecting families is due, the Association believes, to the families' failure to reach the right relief agency. After wandering around to the wrong agencies, they become discouraged and embark on what seems to them the only course left. Evicted families going into a new district have difficulties extending over days and even weeks before they can con-

Mostly About Children

DAY NURSERY MANUAL. *Prepared and published by the National Federation of Day Nurseries, 122 East 22 Street, New York. Price 54 cents.*

A HANDBOOK covering all phases of nursery work for the use of board members and staff.

MANUAL FOR COTTAGE MOTHERS IN INSTITUTIONS. *Prepared and published by the Child Welfare League of America, Inc., 130 East 22 Street, New York. Price 50 cents.*

THE harvest of wide institutional experience. The discussion covers vital relationships, health and diet, mental hygiene, character-development, play, recreation and other topics.

FAMILY WELFARE, *by Glenn Steele. Published by the U. S. Children's Bureau. Price 15 cents from the Superintendent of Documents, Washington, D. C.*

THE summary for the year 1930 of expenditures in the registration area for relief, general family welfare, mothers' aid and veterans' aid, with social statistics in child welfare and related fields.

YOUNG PEOPLE'S RELATIONSHIPS. *Prepared by the Rev. B. S. Winchester under the auspices of the Conference on Preparation for Marriage and Home Making, instituted by the Federal Council of Churches. Published by the Pilgrim Press, 14 Beacon Street, Boston. Price 75 cents.*

AN outline designed for leaders of study and discussion groups of young people between the ages of sixteen and nineteen.

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nect with a source of relief. The Association finds that its usual handling of typical begging families is unwise in these cases. The solution lies in prompt and effective contact with a relief agency.

Coordination That Coordinates

JEWISH child-caring agencies in Chicago have taken a long step in the direction of a coordinated program by the formation of the Jewish Children's Welfare Society, composed of representatives, board and professional, of four large agencies within the central financing organization of the Jewish Charities. For several years this group has worked together on placements. Under the new plan the agencies delegate to the Society not only the allocation of the children but also the definition of standards and procedures which are mandatory on the organizations.

Samuel A. Goldsmith, director of the Jewish Charities, is acting as director of the new Society. Jacob Kepecs of the Jewish Home Finding Society is director of the case-work department which has already effected the centralization of case-work guidance, of placement activities and of the collection of fees from parents. E. Trotzkey is secretary of the committee on education which will delve into policies and procedures and will endeavor to define them as they relate to all activities other than the physical care of the child.

The new Society is in the nature of an experiment in method which, if successful, may be extended to other groups within the circle of central financing.

A Check on Juvenile Gangs

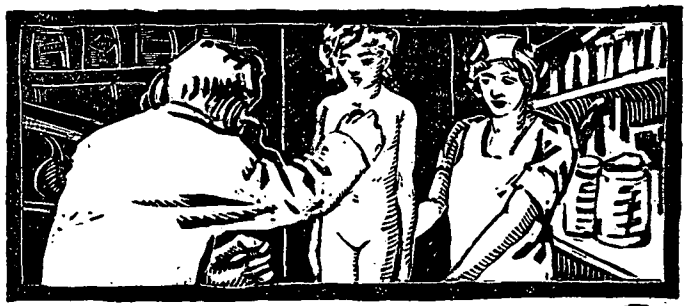
THE depression has had at least one useful by-product in the resumption of the study of New York's juvenile gangs, begun some time ago by Frederic M. Thrasher of New York University but suspended when the grant of $36,000 from the Bureau of Social Hygiene was exhausted. The Emergency Work Bureau has now supplied Mr. Thrasher with a corps of qualified field workers whom he finds "far more satisfactory and reliable than students." The study covers an area of 170 city blocks with a population of three hundred thousand. One of its phases is the careful measurement of the influence of a large boys' club on its neighborhood. All social factors in the neighborhood have been catalogued and a control group of non-club members, blissfully unaware of the laboratory purpose they are serving, has been set up against the club membership.

IN these days of multiplying migrants, case workers will welcome the Compilation of Settlement Laws of All States in the United States published for free distribution by the New York State Department of Social Welfare, Albany.

VOLUNTEERS at the Peter Bent Brigham Hospital, Boston, have organized a weekly current-events class among the patients. They have also reorganized the children's library in the hospital and are planning to extend its service into the homes of cardiac cases.

SEASONABLE information on the relief aspects of gardening will be found in an article by H. E. Young of the Agricultural Extension Department of Perdue University, published in the January issue of the Indiana Bulletin of the Charities and Corrections, Room 416, State House, Indianapolis.

NORTH CAROLINA has accepted responsibility for the Public Welfare Institute for Negro Social Workers, financed for six years by the Rockefeller Foundation. The first institute under the auspices of the State Board of Charities and Public Welfare was held last month at the Bishop Tuttle Training School, Raleigh.



HEALTH

Dollars and Sense

LACK of funds had made it necessary to close one wing of the North Side Unit of the Youngstown (Ohio) Hospital Association. Many graduate nurses in the city were out of work. Putting two and two together, the graduate nurses' association offered to staff the unused part of the building with unemployed nurses working in shifts of two or three weeks for board and in some cases lodging, but without salary. The offer made it possible to provide rooms for patients of moderate means at $6 a day instead of the usual $9 or $10. Within a week of reopening, all the rooms were filled.

Plans to reopen the free clinics of the Detroit Department of Health and to provide dental attention for semi-indigent children through volunteers from membership of the Detroit District Dental Society are under way. The chief aim is to aid the children of parents usually able to pay their way and now unable to do so but unwilling to accept charity. The New York Tuberculosis and Health Association announces a plan to provide dental service at children's centers at the rate of $35 a week for the services of a dental hygienist and a portable prophylaxis unit. Corrective work will be done by a neighborhood dentist at from 25 to 50 cents a treatment or without cost when the parents are unable to pay. The Association also mantains dental clinics for adults in moderate circumstances where care is provided at cost, which is approximately $3.50 an hour.

Sydenham Hospital in New York City has opened a "white collar" unit of forty-five beds in semi-private rooms at $6 a day, with low rates for special services and group nursing, a specified moderate scale for surgical and medical fees, and provision for instalment payment, if necessary. The doctor's fee is collected by the hospital on his behalf. In Troy and Cohoes (New York) five hospitals have adopted flat rates of from $40 to $50 for twelve days' maternity care. In cooperation with the staff, the Hospital for Joint Diseases (New York City) has adopted maximum rates of $17.50 a week for adults and $12.50 for children for physicians' charges to patients in semi-private rooms, with a maximum of $100 for the whole illness if an operation is required. The Tarrytown Hospital (New York) has recently opened a pay clinic for patients with venereal disease who can afford $1 or $2 a treatment but are unable to pay the usual fees of a private physician.

Canada, Too, Has Too Many

CANADA has a surplus of graduate nurses of about 40 per cent (except for public-health nurses and full-time instructors, of whom there is a shortage) according to a survey of nursing education recently published by the Canadian Nurses' Association in cooperation with the Canadian Medical Association. Yet three illnesses out of five of average acuteness go without skilled nursing care. More than half the families of Canada cannot afford hospital, doctors' or nurses' charges. To bridge the gap between nurses without work and sick people without nurses the report recommends

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compulsory state health insurance toward which the insured, the employers and the provincial and federal governments should contribute. Training schools for nurses should be subsidized, controlled and supervised by the government in the same way as normal schools. An approved training school should be defined by law and hospitals, otherwise qualified, should not be legally authorized to establish training schools except on the explicit written statement of a provincial board of control. Present standards in nursing schools were found "distinctly inferior to those found in the average highschool or collegiate institute." For the reorganization and control of nursing services the report recommends: registration of nurses and assignment of duties under conditions that take account of personality and adaptability as well as of academic and professional qualifications; supervision of the nurse in service to promote her professional growth; a system of superannuation, similar to that now enjoyed by teachers; provision of continuous employment, through "removal of the economic barrier now preventing use of nurses by the majority of those requiring nursing services"; control of nursing services through provincial councils of nurses working in conjunction with a federal council.

Hospitals and Injured Workers

THAT hospitals should be adequately paid for services given in workmen's compensation cases was recommended in the recent report of the New York State Committee to Review Medical and Hospital Problems in Connection with Workmen's Compensation Insurance. The present criterion in New York is the "ward charity rate." The committee, composed of specialists in medical, industrial and insurance fields with Howard S. Cullman as chairman, recommended also that industrial disease as well as accident be included under the law; condemned the system of private clinics now maintained by insurance companies operating under the law and suggested a fundamental change to create clinics under the supervision and direction of the state. They believe that "total disability" should be interpreted inability to return to the work at which the man was engaged when he was injured, and that compensation be paid until he is able to return. If in the meantime he earns something with light work, that amount should be deducted and he be paid only the balance.

Pertinent Publications

DIRECTORY OF PSYCHIATRIC CLINICS IN THE UNITED STATES. *Prepared by the Division on Community Clinics, National Committee for Mental Hygiene. Published by the Commonwealth Fund, 41 East 57 St., New York City. 165 pp. Price $1.*

THE HEALTH TALK, *by Iago Galdston, M.D. National Tuberculosis Association, 450 Seventh Ave., New York. Price 50 cents.*

NATURE, subject, title, technique, audiences, etc.

A SURVEY OF SIGHT-SAVING CLASSES IN THE PUBLIC SCHOOLS OF THE UNITED STATES, *by Edward T. Meyers. National Society for the Prevention of Blindness, 450 Seventh Ave., New York City. Price 50 cents.*

AMERICAN PUBLIC HEALTH ASSOCIATION YEARBOOK, 1931-1932. *Price $1.85 of the Association, 450 Seventh Ave., New York.*

A SURVEY OF THE MEDICAL FACILITIES OF SAN JOAQUIN COUNTY, *by Nathan Sinai.*

A SURVEY OF THE MEDICAL FACILITIES OF THE STATE OF VERMONT, *by Allon Peebles.*

THE COSTS OF MEDICINES, *by C. Rufus Rorem and Robert P. Fischelis.*

MIDWIVES, CHIROPODISTS AND OPTOMETRISTS, *by Louis S. Reed.*

STUDIES of the Committee on the Costs of Medical Care. Printed abstracts on request from the Committee, 910 17 St., N. W., Washington, D. C. For prices of full reports in cloth or paper, address the University of Chicago Press.

MILK—AN ALL-ROUND FOOD.

YESTERDAY AND TODAY—*rebus for children on diphtheria prevention.*

STANDING UP TO LIFE—*health and posture.*

NEW publications of the Metropolitan Life Insurance Company, New York City. On request.

A New Spokesman for Social Hygiene

DURING the first ten months of 1931, cases of syphilis reported in New York State outside New York City outnumbered by 50 per cent reported cases of tuberculosis. In view of the menace to home life of the venereal diseases, which like tuberculosis usually strike hardest at the period when family responsibilities are the heaviest, the State Charities Aid Association of New York has embarked on a social-hygiene program through its Committee on Tuberculosis and Public Health. Marion Simonson, R.N., will be the field worker. The aim is to supplement the work of the state and local health authorities and includes measures to provide clinical facilities for the treatment of venereal diseases; efforts to provide funds for the improvement of public clinics in this field during a demonstration period; support of the proposal that state funds be available for counties as well as cities for such work and of the recommendation of the Special Health Commission that the State Health Department be authorized to establish model social-hygiene programs in one rural and one urban area.

A BRIGHT note in the depression dirge: "There is at present a lack of adequately trained personnel for positions in medical social work in this country. There is a pressing demand for more adequately trained workers."—From the report of the Sub-Committee on Medical Social Service of the White House Conference.

BUY a baby! The Middletown, N. Y., Department of Health has them "for sale." A dollar a week will buy milk, 50 cents will buy vegetables, cereal and tomato juice, and so on to mere tomato juice, which is 5 cents a week. At a recent baby health conference, of forty infants there was only one who had not been "bought" to some degree because the parents, largely because of the depression, were unable themselves to provide the food the baby needed.

CLIENTS come by appointment to the baby health conferences at White Plains, N. Y. The number of mothers who consult the physician is limited to twelve and four appointments are left open for emergencies. All not scheduled to see the doctor have their babies weighed and measured by the nurse. Much less crying, crowding and confusion.

BALANCED meals help balance accounts in the Riverside Highschool of Milwaukee, Wisconsin, where there is a three- or four-cent discount on each tray in the cafeteria which includes one of several approved combinations of milk, vegetables and wholewheat bread. Posters depict the menus.

BY appropriations from the legislature and the state university, Iowa's State Department of Health has organized a bureau of maternity and child hygiene with a program based on White House Conference recommendations. Dr. Clara E. Hayes is director.

ADD to the food bibliography Feeding a Family at Low Cost, an illustrated pamphlet published by the Evaporated Milk Association, with benefit of suggestions from the nutritionists of family welfare associations in New York, Philadelphia, Washington, Boston and Chicago. Principles, menus, and a weekly food order for a family of five. Statements about evaporated milk have been accepted by the Committee on Foods of the American Medical Association. Copies on request from the Association, 203 North Wabash Ave., Chicago, Illinois.

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INDUSTRY

Homework in Hard Times

EVEN industrial homework by which, traditionally, the tenement-house mother brings in a few dollars a week in hard times, is not a resource which can be counted on by the families of the unemployed in a depression period. This is brought out in an article by Frieda S. Miller, director of the Division of Women in Industry, New York State Labor Department, published in the current issue of The Industrial Bulletin. In 1931, Miss Miller states, 13,377 homeworkers were reported working at the time of the two regular inspections, as compared with 14,440 the year before. These figures do not cover homeworkers in single family or two-family dwellings, for which no homework license is required. The inspectors also reported 5458 homeworkers who had been unable to get work at the time of the interview. Charts published with Miss Miller's paper show that the homework curve in general follows the trend of factory work, with a more precipitous decline in recent years. An increase in the number of tenements licensed for homework in 1931 as against 1930 does not mean more homework given out, Miss Miller states, since many women who planned to secure such work were unable to do so. Further, those who did get homework last year were given a much smaller amount than ever before.

Now one seldom sees Italian women piled heavily with coats or trousers on the way from the factory even in the height of the season. They carry only a few garments, often less than half a dozen, instead of the heavy bundle . . . which was a familiar sight a few years ago.

New Jobs for Negroes

FOR the third year the National Urban League plans a vocational opportunity campaign (April 17 to 24) to bring home the plight of the Negro worker and the need for vocational education and guidance for him and the opening of new fields in which he may earn a living. The announcement of the campaign points out how household, hotel and apartment jobs formerly held by Negroes have been lost to them during "hard times." Industrial changes as well as the depression are crowding Negroes out of the building trades in South Carolina, Birmingham, Richmond and Atlanta. White waiters have replaced Negroes in hotels in Chicago, New York, Washington and other cities. The plan is to have biracial local committees cooperating in the campaign, and to use the radio, the press and the schools. The League offers material on where, how and in what types of labor Negro workers are increasing, and on the relation between unemployment or underemployment and crime in this group of workers (1133 Broadway, New York).

Industry's Poisons

NEW health hazards for industrial workers through the increasing use of chemicals in industry are brought to the attention of employers, workers and the public by the Division of Industrial Hygiene of the New York State Department of Labor. Thus benzol, a rarity in industry a few years ago, is now used by the millions of gallons, bringing the peril of benzol poisoning to those working with lacquers, varnishes and paint removers, manufacturing rubber goods, and so on. The division has prepared a series of leaflets covering the symptoms, prevention and treatment of the more frequent health hazards due to chemicals, including lead poisoning, mercury poisoning, industrial anthrax, silicosis, chrome poisoning.

A bill introduced into the last session of the New York legislature by Senator Mastick enlarging the workmen's compensation act to cover all occupational diseases, as advised by the Department of Labor, did not come to vote. In New York, twenty-seven occupational diseases are now compensated, but it is felt the "specified schedule" method cannot keep up with new inventions and new fashions, resulting in rapid change in industrial processes.

Curbing the Courts

RESTRICTING the power of federal courts to issue labor injunctions and granting a jury trial for all contempts committed outside the presence of the court, the Norris-LaGuardia anti-injunction bill was passed by Congress last month. In essence, the bill asserts the right of labor to organize and bargain collectively; it withdraws legal support from "yellow dog" contracts; it abolishes ex parte injunctions and requires injunctions to be specific in defining prohibited acts. Hitherto the judge who issued the injunction has prescribed the penalties for its violation and punished the violator without a trial by jury. The Norris-LaGuardia bill provides jury trials in such cases. Organizations which have sponsored the measure, including the American Civil Liberties Union, believe that the measure will promptly be challenged by open-shop employers on constitutional grounds.

A model state bill, backed by a National Committee on Labor Injunctions which has cooperated with the American Federation of Labor and other groups in urging the federal measure, has been adopted in its entirety by Wisconsin and in part

New and Brief

COMPANY PLANS FOR EMPLOYE SAVINGS AND INVESTMENTS, *prepared by Eleanor Davis. Industrial Relations Section, Princeton University, Princeton, N. J.*

Three types of going industrial "thrift plans" and how they work: those in cooperation with banks, employer-employe savings funds, and long-term savings funds supplemented by employer contributions.

AIR CONDITIONS AND THE COMFORT OF WORKERS. *Industrial Health Series No. 5, Metropolitan Life Insurance Company, New York.*

The effect of temperature, humidity and "air motion" on the health and efficiency of industrial workers.

A STRIKELESS INDUSTRY, *by M. H. Hedges. Pamphlet No. 9, the John Day Company, Inc., 386 Fourth Ave., New York. Price, 25 cents.*

The cooperative industrial relations plan of the electrical construction industry, presented by the director of research for the Brotherhood of Electrical Workers.

ADVISORY ECONOMIC COUNCILS, *by Lewis L. Lorwin. The Brookings Institution, Washington, D. C. Price, 50 cents.*

In the past decade a new institution, intended to meet basic economic and social problems, has emerged in various European countries, appearing first in Russia and Germany. This pamphlet tells, from first-hand study, what national economic councils are and how they work. A bill setting up a council in the United States is pending in Congress (see The Survey, March 1, page 573).

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by Pennsylvania. A campaign is being conducted for its passage in the New Jersey legislature, which is now in session.

Beauty Slumps

THE beauty business. like coal mining and railroading, is feeling the pinch of hard times, though in this field the chief result to date is to force upon both employers and employes the need for organization if their industry is ever to be stabilized. While beauty-parlor workers have always had long hours and low wages, the employers have hitherto enjoyed a good profit. Now 25-cent parlors have sprung up, catering to reduced beauty budgets and in many cases proving a health menace by their failure to maintain adequate sanitary standards. For the protection of the industry, an employers' association has at last been formed and also an active trade union. The Women's Trade Union League of New York reports that an agreement is being negotiated which calls for a 48-hour week, closing time not later than 9 P. M., a minimum wage-scale, pay for legal holidays, a strictly union shop. Standards for the industry were recently taken up by the State Labor Department in a meeting with some eight hundred hairdressers, beginning with a limitation of hours for workers. A survey made a year ago covering the hairdressing and beauty-parlor business revealed "very unsatisfactory conditions with respect to hours," the department reported.

A Detroit Sample

AS a sample of what happened to Detroit auto workers in 1931, the Labor Research Association (80 East 11 Street, New York) summarizes a recent intensive study of 111 workers. Of the group, one hundred were married with families averaging 4.5 persons. Sixty-nine of these one hundred were the sole wage-earners in the family. Sixty-three of the group were either on the Ford payroll or had their last job with the Ford company. The average time worked in 1931 was two and a half days a week. Twenty reported that they had earned nothing at all during the year. The rest showed an average wage of $757 for the year. The average weekly wage when they were working, as given by the men, was $20.83. The report compares this with $37.05, the average full-time weekly earnings of a group of 154,000 automobile workers studied by the U. S. Bureau of Labor Statistics in 1928. The report cites numerous instances of speed-up accompanying reduced working time. Thus certain transmission gear-drillers reported that their units increased from 200 to 1000; grinders from 125 to 330; punch-press operators from 4500 to 6750 pieces a day. As a result of changed conveyor speeds, men on a certain assembly line were made to do 1300 units instead of 750; on another line, 500 instead of 150. Eighty-eight of the workers reported that they owed money to stores, to individuals or to organizations, the debts at stores for household necessities ranging from $15 to $600. The report also covers wage deductions, sanitation and health, accidents, car ownership, food budgets, unemployment relief.

WHAT the Southern Summer School for Women Workers in industry means to the students, to their fellow-workers in mills and factories and to the communities from which they come is vividly told in a little bulletin recently issued by the director, Louise Leonard McLaren (Linthicum Heights, Md.). The report stresses the need for cooperation from local committees and interested friends.

How a plant offering workers' education to an average of thirty-five students operated last year on a cash budget of $5000 is told in a recent report of Commonwealth College, Mena, Arkansas. The students contributed to the support of the school "extra-curricular activities" including housework, laundry work, farming, gardening, carpentry and office work.

EDUCATION

Married Women Teachers

IN the midst of the hue and cry to dismiss married women teachers regardless of professional fitness, to make jobs for those who "have no husband to support them," comes the announcement of special consideration for married women faculty members by the trustees of Barnard College, Columbia University. The trustees have voted "maternity leave"—a half-year on full pay or a full year on half-pay—for any woman member of the college administrative or teaching staff who is expecting a child. There are at present seventeen married women on the Barnard staff. Mrs. Ogden Reid, chairman of the board, stated, in announcing the new plan:

> . . . I believe it marks a significant step not only in the work of women but more especially in the processes of education. Women have always been an important factor in educational work and surely parenthood for them, as well as for men, ought to give them a wiser, more effective influence in training minds.

Children's Health Habits

HEALTH behavior of about thirty-five hundred children in 54 New York cities and villages is being studied by the State Department of Education as the basis for a new state guide in health teaching. Certain teachers from each grade from the kindergarten through the sixth were asked to watch for about five weeks the health practices of a boy or girl, selected at random, who did not know that their physical habits were under observation. Later the teachers were to visit the mothers of these two children and find out about their health habits at home. The completed studies are now being analyzed by the State Education Department and the data tabulated. It is believed that the study will show whether the health habits of children on a high economic level are better than those of children less favorably situated; what part intelligence plays in helping the child set up good health habits; whether and in what respects health habits of girls are better than those of boys; whether the nationality of the parents affects the health behavior of American public-school children. The purpose and methods of the survey were outlined in a recent issue of the Bulletin to the Schools.

College Experiment

ON many college campuses changes in curriculum and teaching express a more experimental attitude toward education on the part of both faculty and students. Thus at St. John's College, Annapolis, after pruning traditional courses and the starting in some departments of reading courses, equivalent to tutorial work, the "final exam" problem has been tackled. A tentative solution is to substitute term papers for written examinations in all upper-class courses except biology, chemistry and psychology where the new plan is optional with the teacher. Later, final papers written jointly

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in connected courses will be tried. The aim is not to stimulate undergraduate research but to emphasize originality of thought rather than of subject matter.

New Teachers for New Schools

GROWING demands from large cities and from smaller communities for teachers who understand progressive-education principles and who have had some first-hand study of them in practice, are responsible for the summer institute to be held, as last year, at Syracuse, N. Y., with the cooperation of Syracuse University, the city's public schools and the Progressive Education Association. The "new schools" will be studied in basic courses, and public-school classrooms from the kindergarten through highschool used as laboratories for teaching methods. Forums, lectures and conferences conducted by experts in various phases of the "new-school" movement will be part of the Institute program. The Institute held at Syracuse last summer, similar in scheme to the 1932 plans though on a less ambitious scale, not only gave broadened training to both public and private school teachers but made a definite impress on the city schools of Syracuse. Dean Harry S. Ganders, of Teachers College, Syracuse University, comments on this point:

> There has been a definite reaction in the Syracuse Public School System as a result of our laboratory school . . . last summer. I made a recent visit to a number of kindergarten and primary rooms and some junior highschool classes, where I saw fruitful efforts being made to modernize procedures.

The Two H's

CHILDREN'S health and happiness rather than traditional "book learning" are put forward by the public-school authorities of Saskatchewan, Canada, as the real objective of modern education. Writing in Mental Health, A. R. Brown, director of rural education in the province, tells how in Saskatchewan attention has turned from school mechanisms to educational function. The province's new Public School Curriculum and Teachers' Guide (King's Printer, Parliament Buildings, Regina, price $1) is an important statement of these newer school attitudes. The curriculum is sponsored by J. T. M. Anderson, premier of the province and minister of education, and Dr. John S. Huff, commissioner of education. Its approach is summarized in the foreword:

> Teachers are requested to concentrate upon the final objectives, namely health and happiness, social efficiency and the use of leisure for the enrichment of life. The emphasis is not to be placed upon subjects of study but upon child welfare. The spirit of the curriculum is more important than the details of the subjects provided.

For the teachers' guidance, the fundamentals of mental hygiene are outlined, symptoms of "mental illness" listed, attitudes and procedures tending toward mental health indicated.

The outlines for each phase of the curriculum are divided into a general statement, statement of objectives, principles of method and grade outlines. The latter emphasize suitable activities through which children may realize the objectives of the particular study and of the curriculum as a whole.

In Brief Compass

LEISURE-TIME ACTIVITIES OF RURAL CHILDREN IN SELECTED AREAS OF WEST VIRGINIA, *by Ella Gardner and Caroline E. Legg. Children's Bureau Publication No. 208. Price 20 cents from the Superintendent of Documents, Washington, D. C.*

Reports of interviews with 1929 country children, most of whom reported that what they did in their spare time was "just sit around," or "nothing."

LISTENER'S HANDBOOK TO ACCOMPANY A SERIES OF BROADCASTS ON VOCATIONAL GUIDANCE, *prepared by Dorothea deSchweinitz. University of Chicago Press. Price 25 cents.*

A very practical little handbook, with reading lists for young people, for librarians and for parents and teachers.

REPORT CARDS FOR KINDERGARTEN AND ELEMENTARY GRADES, *by Rowena Hansen. Leaflet No. 41, U. S. Office of Education. Superintendent of Documents, Washington, D. C.*

An illumining discussion of the sort of information about a child the school should give his parents, and the use parents should make of it.

ORGANIZATION AND ADMINISTRATION OF HOME CLASSES FOR FOREIGN-BORN MOTHERS. *Bulletin No. 63, Department of Public Instruction, Harrisburg, Penna.*

How one state carries on adult education in the homes of foreign-born residents, as part of the public-school program. Subject matter, teaching methods, ways of getting acquainted are simply and very practically covered.

Elements of Success

UNDER its personnel director, Dr. Mabelle Babcock Blake, Smith College has been attempting to answer the question, what makes a successful college student? In the annual-report issue of the Bulletin of Smith College, Dr. Blake points out that to discover factors making for success (in college or elsewhere) "is a much more difficult task than to discover the causes of failure." Dr. Blake lists the following as traits that are "apparent most often in students who are successful": a real interest in college, a desire for academic accomplishment (not too obviously expressed); extracurricular interests; willingness to adapt; indirect leadership; "ready conversation with humor"; a well-integrated personality "with power of endurance and poise."

Social Work Learning by Doing

ADELPHI COLLEGE, Garden City, L. I., and the Brooklyn Children's Aid Society have cooperated in forming an advanced course in sociology, planned to provide expert training in child guidance and to equip students for post-graduate work or field positions. The course's schedule calls for two hours a week on the campus and three hours' work in Brooklyn with children under the care of the society. The work at the headquarters of the society will include study of case records, observing the children, interviewing, and child care in receptions homes. At college, the students will attend lectures on child care and the underprivileged child. Edward S. Macy, general director of the Aid Society, will conduct a Saturday morning round table for the cooperative class. Courses on a somewhat similar plan are offered jointly by the St. Louis Children's Aid Society and the University of Washington in St. Louis; and the University of Chicago has courses carried on in part by the Jewish Home Finding Society of that city.

THE fourth session of the cooperative summer school for adults carried on by the University of California, the State Department of Education and the California Association for Adult Education will open at Berkeley June 23 under the direction of Lyman Bryson. Courses will include the technique of discussion, public opinion and adult education; teaching English to foreigners; how to teach social science to adults; arts and crafts for adult amateurs; human relations; and an unpublished review.

A NEW magazine, School Management, dealing with the administration, equipment and construction of schools, has made its appearance under the editorship of Clyde R. Miller of Teachers College, Columbia University, with offices at 114 East 32 Street, New York City.

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Unemployment

Unions Take Hold

HOW Typographical Union No. 6 of New York City has raised for its own membership unemployment relief funds totalling $3,000,000 in the past eighteen months (as compared with $18,000,000 raised by the Gibson Committee for the whole city during the past winter) is told in the Information Service of the Federal Council of Churches. Big Six assessed all employed members 8 per cent of earnings or a day's work a week. Of eleven thousand printers in the union, fourteen hundred have received relief. Payment has depended on length of affiliation, with a top of $18 a week for those of four or more years' standing. In addition, substitutes who got only one or two days' work a week were given supplementary help from the emergency fund. The twenty-four hundred printers regularly employed on New York dailies had allowed substitutes to work a total of 114,000 days up to January 1, and this figure was expected to reach 142,000 before the program closed, March 31.

Other unions have used certain features of this plan, though in few cases on so adequate a relief scale. Thus the Hebrew Butcher Workers' Union (also a New York City organization) requires that each employed member give one day's work (and one day's pay) a month to a jobless member.

First Aid to Morale

A PLACE where a jobless, homeless man can clean up, wash and press his clothing, shine his shoes and keep himself as presentable as possible is, New Yorkers think, second only in importance to a place where he can eat and sleep. To the city's facilities for housing and feeding unattached men the Welfare Council's Section of the Homeless has now added such a morale-sustaining station. The Children's Aid Society donated the use of a five-story building well located midway between the Central Registration Bureau for the Homeless and the Municipal Lodging House, various business firms and individuals provided equipment and the Salvation Army took over the management. The men using the house keep it clean and in order under the supervision of men supplied by the Emergency Work Bureau.

The Council considers recreational provision for the unemployed so important that it urges that it take precedence at this time over all other recreational work, with special emphasis on programs for young people between sixteen and twenty. The League for Industrial Democracy is maintaining five centers where some fifteen hundred men gather daily to read, play games, write letters and talk. The maintenance cost is about fifty cents a month for each man served.

Chicago Struggles On

WHILE Chicago's unemployment relief troubles are far from solved they are at least assuaged. The gasoline tax anticipation warrants authorized by the legislature will, it now seems probable, yield the $15,000,000 which Cook County needs to carry its relief program to midsummer.

Under the organization plan of the Illinois Emergency Relief Commission, the Cook County Bureau of Public Welfare, Joseph L. Moss director, has assumed responsibility for complete relief to unemployed families. The Joint Emergency Relief Service, Edward L. Ryerson, Jr., chairman, has become a department of the Bureau to administer relief and service through the district organization set up last fall to disburse its $10,000,000 private fund. The private family agencies in Chicago have transferred to the county all their unemployment cases and all cases of aged persons, veterans, the blind and mother's aid which require supplementary assistance. The private agencies take responsibility for complete relief and service to families where the major problems are broken homes, chronic illness, behavior and the like. They receive no help from public funds and in effect their work goes back to a pre-depression basis.

North Carolina's Way

NORTH CAROLINA, with Negroes making up 29 per cent of the total population, but 66 per cent of the social agency case load, has set up an effective bi-racial scheme for meeting the current relief need. Early in the winter Governor Max Gardner appointed a State Negro Advisory Committee on Relief, the chairman of which, the Rev. R. T. Weatherby of Greensboro, became the first Negro member of the Governor's Council on Relief. Twelve Negro District Committees on Relief, each with seven members, were organized. In each political unit where an unemployment relief committee was set up, a Negro member was named to act as liaison officer between the committee and the Negroes of the community in raising and distributing relief funds. The district committees have held sectional meetings throughout the state, enlisting active interest and cooperation. The general relief plan, states Lawrence A. Oxley, state director of Negro welfare under the State Board of Charities, has called for district and local committees on shelter, food, clothing, fuel and work, and for mobilizing "all Negro church, fraternal and business organizations into a working arrangement to meet the economic strain on thousands of underprivileged people."

Groceries Ad Lib

TO make it easy for New York housewives to share a meal with the unemployed the Food Relief Division of the Emergency Unemployment Relief Committee has put baskets in some ten thousand grocery stores throughout the city labeled with the suggestion that the shopper drop in it some one package or article of non-perishable foodstuff. Trucks make a daily collection and gather the donations at a central warehouse where they are sorted and made up into twenty-five-pound packages as well balanced for nutritive value as possible. These are distributed on requisition to families under the care of the cooperating social agencies. The trucks are donated and all the work is done by unemployed men and women on the payroll of the Emergency Work Bureau. By this means large quantities of food are being collected and distributed which the committee believe would not otherwise leave the grocers' shelves.

Otto Soglow in The New Masses

Wheat

NOT even the worst friend of the Red Cross—if it has any bad friends—could have wished it a tougher job than the one handed it by Congress—the distribution of forty million bushels of government-owned wheat "to feed the needy of the

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nation." It is a long step from wheat in the grain elevator to bread on the table but the Red Cross does not have to go all the way. It is not in the baking business. It is distributing flour, not bread. Officers of the Bakery and Confectionery Workers International Union have offered the free services of their membership for the baking job.

Any relief agency which wishes to share in the distribution must apply to its local Red Cross chapter, stating the number of families it proposes to feed and the amount of flour required. After applications are approved the chapters requisition flour from the nearest designated milling center. A temporary Red Cross office has been opened in Chicago to handle the details of the distribution. Up to March 16 applications had been received from 121 chapters in twenty-two states asking for 113,709 barrels of flour to supply 150,946 families. Wheat for feeding livestock, which may only be distributed in crop-failure areas, had already been dispatched to various South Dakota communities.

Youth in Hard Times

THE heavy burden unemployment is throwing on young people is illustrated by current reports of what the self-supporting college student and the recent graduate are facing. Thus the secretary of appointments at Columbia University states in his annual report that for the first time in eleven years his office is unable to report "an increase in the number of positions filled." On the contrary, there has been a decrease of 12 per cent in the number of jobs available for men and 9 per cent for women. "The hardships of our self-supporting students have been greatly increased," he adds. "Many have had to carry undesirable jobs and others have found it necessary to give up their studies until their financial situation could be improved." Among recent graduates, the fledgeling lawyers have suffered most severely, due in part to the oversupply of law graduates in the New York area in recent years. Industries which have usually sent recruiting officers to Columbia to take on new graduates have been conspicuous by their absence this year.

California Talks It Over

OPPORTUNITY to express individual opinion on California's unemployment problem and to help the state commission draft recommendations for legislative action is offered through the series of public hearings to be held this month and next at Los Angeles, San Francisco, San Diego, Oakland, Fresno and Sacramento. Those appearing before the commission are also invited to present written memoranda, letters or papers expressing their views. The commission, in announcing the hearings, states that it is not as yet committed to any proposals to be made to the legislature. As a starting point, the commission offers a discussion outline covering employment stabilization by employers, emergency relief, technological changes and superannuation, restriction of hours of work, public works, unemployment reserves, employment offices, as particular points on which it invites information and opinion.

POOR old unemployment has a new sin on its doorstep. The New York State Conservation Department reports a sharp rise in poaching. "It's the depression," says the chief inspector. "The unemployed hunt to pass the time."

TWENTY frequent questions about unemployment insurance, are answered in a compact little pamphlet published by the New York Conference for Unemployment Insurance Legislation, 131 East 23 St., New York. Price, 15 for fifty cents; 35 for $1.

WORK SHOP

THESE two articles bring out contrasting principles behind so-called autocratic actions of Community Chests. They will be used as a basis of discussion of this question at a meeting of Division VIII (Organization of Social Forces) of the National Conference of Social Work to be held at 11 A. M. May 20, in Philadelphia. At this meeting there will be no formal papers but two hours of open discussion. Every social worker is interested in this issue. Many are vitally affected by the situation. A careful reading of these statements will give you time to ponder your own position on this question and be ready for participation in the meeting.

Has the Depression Bred Autocracy in Chest Procedure?

YES

By FREDERICK M. ELIOT

Minister Unity Church, Member of Community Chest Board, St. Paul, Minnesota

UNDERNEATH the question of the effect of the depression upon the procedure of chests and councils there lies a more fundamental question of the general tendency of such organizations to exercise autocratic power. It is important to have this basic problem clearly in mind before attempting to decide whether the depression has made any serious difference.

From the beginning, there have been two schools of thought concerning the proper function of a chest organization. One corresponds to the Federalist Party in the early days of our American history, and is primarily concerned to build up a strong central control; the other, corresponding to the Jeffersonian Democrats, is primarily concerned to preserve the autonomy of the individual agencies, while recognizing the practical value of cooperation. The line between the two is not sharply drawn, and both groups have seen the necessity for dealing with specific questions in a realistic rather than a doctrinaire manner, making many compromises and adjustments as they went along.

The defects of the system of uncorrelated activities of separate social agencies will be admitted by everyone, but it is easy to overlook its merits. For something like fifty years there had been going on in our American cities a development of philanthropic endeavor in many lines that owed its strength to the idealism and social-mindedness of individuals and small groups. The necessities of such a system had given rise to a quality of leadership in social matters that had become a tradition, to destroy which even for the sake of more immediately efficient results, would have been a calamity. Yet it had become clear that some way must be found to supplement such individualized effort by wise cooperative planning, not merely in finance but also in division of function and standards of work. This is what the chest movement attempted to do.

The crux of the problem lies in the method by which sound policies of community planning and division of function are adopted. The objective, realistic, statistical approach to social

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problems, which is the great contribution of a central organization, must frequently conflict with methods developed by individual agencies through years of devoted and successful operation. Out of such conflict must come changes in management and procedure. The question is, how should such changes be brought about? By the dictation of outside authority, backed by financial power? Or by methods of education and persuasion, leaving the actual decisions to the individual agency?

As soon as the new coordinating agencies began to function, they were faced with many situations in which the exercise of even a little arbitrary authority could accomplish obviously beneficial results; and the temptation to "issue orders" was almost irresistible, simply because the benefits to be gained were great and the individual agencies slow to act. Furthermore, the willingness of most agencies to let the chest assume entire responsibility for raising the funds, coupled with the expansion of agency demands for money under the new system, made it seem reasonable that the chest should have "something to say" about how the money should be spent.

Undoubtedly, therefore, the general tendency has been toward centralized authority; and even those who believe in the chest idea must have had moments of doubt, when they witnessed some of the decisions imposed upon the agencies under a more or less obvious financial threat. Incidents of a decidedly doubtful character have occurred in almost every chest city, and even before the depression the need for a fresh emphasis upon the basic importance of the autonomy of the individual agency had shown itself.

WITH the depression, autocracy has grown apace. The tremendous increase in money needed for relief, added to the greater difficulty in raising funds, has provided most convincing reasons for extending the exercise of central authority in the interests of economy and efficiency. In many instances, well known to social workers, this authority has been exercised in a thoroughly arbitrary way. With the best intentions, it has overridden or ignored the opinions and judgment of boards of separate agencies and of professional workers. New policies involving the welfare of thousands of clients have been promulgated with what seemed inexcusable haste and with almost complete disregard of the professional experience of the staff members who are expected to put them into operation.

Furthermore, there is a type of layman, frequently in positions of considerable power in chest organizations, who considers modern social work largely a waste of time and money. With neither knowledge nor inclination to understand the principles and procedure of the modern social worker, the present situation has given to these men an opportunity—as some of them have not hesitated to say in private—to "cut out the frills" in the whole program of social work and to "get down to brass-tacks." If they were permitted to have their way, they might easily wreck the entire structure of private social work. It is of the utmost importance that they should be met with stubborn resistance by all who believe that the values of that structure (in spite of its faults) are of permanent significance.

Let me illustrate what I mean by two or three examples of the kind of attack now being launched against individual agencies by those who happen to be in a position of authority because of the present financial stringency. First of all the curtailing of agency programs, especially of agencies concerned with health, recreation, and character-building. Sometimes this proposal goes to the limit of abandoning certain types of work altogether, but more often it takes the form of drastic reductions of budget that necessitate equally drastic restriction of work. The argument is plausible: in years of financial difficulty, we must first of all feed the hungry and clothe the naked, and *if there is any money left over* we can then do something to amuse and possibly educate them. But this line of argument quite overlooks the fact that we are taking the decision as to what work is essential out of the hands of those special groups who believe in particular types of service and vesting it in the hands of those who represent the contributing public as a whole. We are making it practically impossible for any small group of people to affirm their belief that in times of financial depression the forms of social work that have to do with morale are of even greater importance than in normal times, and we have so arranged the organization of social work in our cities that these people cannot even get together and raise the money to back up their beliefs by action. Here, it seems to me, is autocracy plainly at work.

A second type of interference with individual agencies has to do with standards of work. It is easy to raise the cry, "Lower your standards for the time of emergency!" Is there a city in the land where this proposal has not been seriously made? Is there a family case-working society that has not had to contend with this sort of demand from the budget committee of its chest? I very much doubt it. My point is not that social agencies should, or even can, maintain during a period like the present the exact standards they have previously held. In all probability, an enormous increase of work must mean some temporary lowering of standards. But this is a matter for the consideration and decision of the individual agency, rather than of a central body. A chest board can glibly make decisions that will permanently impair the quality of work of an agency without even realizing what it is doing. Whatever lowering of standards may be necessary during a period of stress should be made by the agency itself, in order that it may be temporary in fact as well as in theory.

Similarly with salaries. Nothing is easier than for a chest board to order a flat reduction in every salary. That is precisely the kind of economy that a central body would regard as fair. But anyone familiar with the payroll of any social agency will realize how stupid such an order is. Here again my plea is not that salaries be maintained at their pre-depression level, but that the problem of salary reductions be left to the individual agency. Such procedure will not destroy the proper autonomy of the agency by substituting an autocratic decree for the responsible decision of those most concerned.

These are trying times, I realize, for chest officials and board members; and the spirit with which they are trying to serve their communities is, in almost every instance, admirable. But they should be the first to see the necessity for the utmost care lest the present tendency toward autocratic domination be carried any further. Indeed, it must be curtailed, for it has already gone much too far. The whole future of the chest movement depends upon the resistance with which the present thrust in the direction of autocracy is met. That resistance ought to be stiffened at every point, and not least by those who are committed to the chest idea.

NO

By HOMER W. BORST
Association of Community Chests and Councils, New York

SOCIAL agencies have always been obliged to temper democracy with leadership, which has compelled them in the direction of aristocracy, bureaucracy or even autocracy. Social work has always been obliged to impose to some degree the will or wisdom (it depends) of a small group upon a larger group.

Anyone who has helped to maintain and develop a family case-work program in either a chest or a non-chest community will agree that the board of directors, or the informed membership, has constantly to make progress against the skepticism and even the preferences of many of the contributors. A great deal of financial support, if not most of it, must be secured by means of something else than a purely educational appeal. The educational method may be used to the extent

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of its possibilities. Then other methods must frequently be used. Social pressure is inevitably a factor in social finance and in the building of social-work programs.

If social agencies are to be effective they must be more enlightened than the public in general can be expected to be and they must be skillful in giving that enlightenment expression in programs which might not be approved by a referendum vote.

The necessity for imposing to some degree the judgment of the better informed upon the less informed, and the opportunity for doing it by other means than by complete persuasion places a considerable responsibility upon every social-work board of directors. If the directors are not qualified to discharge such a responsibility they are nevertheless in a position which demands that they try, and the result is that they may be found imposing very unintelligent decisions. Organizations in every field always assume that risk.

Chests experience this peril to a marked degree because they assume heavy responsibilities. The helpful method in chest administration, it seems to me, is to attempt to enlarge the intelligent leadership group in terms not of the boards of the constituent organizations primarily, although they should not be neglected, but in terms of all persons, board members and others, who may be converted to a genuinely social-work planning point of view.

THIS process aids in converting agency board members as well as others away from a personal and selfish loyalty and toward a loyalty to the community's social program which will permit them to sacrifice organization ends to community ends.

Providing it is carried far enough this process provides justification for using something more than the educational approach in modifying the programs of individual agencies which oppose the decisions of the larger leadership group.

In other words and concretely, it seems to me that a close working understanding between a genuine council of social agencies and a chest budget committee, preferably both a part of the same federation, is not only defensible but desirable.

Such questions as salary adjustments in general I should prefer to see handled in the Philadelphia manner (see The Survey, February 15). However in extreme cases, upon recommendation of the council, I should be willing to see a grossly abnormal salary corrected by means of a reduction in total budget which would make a reduction in the specific salary inevitable. The same thought applies to the question of modifying agency programs and changes in fields of service.

Of course one realizes that there is no sharp clash between Mr. Eliot's opinions and mine. However there is an important difference between them.

In my opinion no one organization should be deferred to so far as to menace the whole cooperative practice of the chest and member agency family.

I believe that many chests have followed the principles I have stated; that these principles underlie what may be called the "best current practice." One has to recognize the fact that a new regime creates new values and that in their light some of the old values become evils, and however great one's sentiment for them may be he must reconcile himself to parting with them.

As for democracy it seems to me that even the most foolish acts which Mr. Eliot cites are the results of democratic action. It depends upon which you consider to be the basic units in chest democracy. I am inclined to think that the contributors occupy that position. Radical salary cuts, changes in agency policy induced by the chest against the will of the agency, serious cuts in appropriations for recreation have all resulted at one time or another, in my opinion, from an attempt to meet contributor opinion or prejudice. The group of contributors outnumber all other groups in the chest program, except of course the clients and direct beneficiaries. The contributors include the board-member groups, since the latter ordinarily give both time and money.

Chests would hardly know how to give direct representation to the clients as a group. On the other hand they not only cannot ignore the contributors completely, but might make a pretty good case in the name of democracy for ignoring everyone else. I have no wish to try to make such a case. I offer no defense for certain unwise actions to which Mr. Eliot refers even though that defense might be in terms of democracy.

I hesitate even to say that in my opinion social-work salaries, agency ideals and diversified services have been better preserved in chest cities than in non-chest cities simply because chests cannot entirely escape certain comprehensive obligations and are seldom impotent in respect to any of them—but I think this is true.

My point is that in the main what the depression has bred in chests has been a will to serve their communities as wisely as they know how and as fully as they are able, and that when they have failed to do so their failure is just as soundly to be considered an expression of a democracy as an expression of autocracy.

Finally the judgment as to whether a chest is democratic or autocratic should not, it seems to me, turn on whether its action is unwelcome to the board of directors of a single member agency, but upon whether its action expresses the judgment of a large and well informed group of citizens who are associated together in a social-work planning capacity.

I realize that in order to discuss this issue to advantage we need to get down to specific cases. I can only hope that the method Mr. Eliot and I have been, perhaps unwisely, persuaded to attempt is not completely a waste of effort. The subject is distinctly one for discussion, not debate.

Canned Science

WATSON DAVIS, managing editor of Science Service at Washington, D. C., has great hopes of the educational value of inexpensive and practically unbreakable phonograph records of speeches by famous scientists which are now available for home and school use. A set of seven records with photogravure portraits of the scientists who deliver the addresses is now available at $3. One of these records, by Dr. William H. Welch of Johns Hopkins University on The Fiftieth Anniversary of the Discovery of the Tubercule Bacillus, has been used effectively by anti-tuberculosis societies throughout the country. The question naturally arises, why shouldn't such records of talks on social-service subjects be made available to contributors and prospective contributors of social agencies and for radio broadcasting through small local stations? Mr. Davis would be glad to answer questions regarding his Science Service records and their values as he sees them. We also recommend his Science News Letter as a fine example of the popularization of scientific and professional material.

The Thrifty Y

LEONARD DEGAST, general secretary of the Y. M. C. A. at Washington, D. C., suggests ways of saving money. He found that laundry can be done cheaper through an independent laundry than in the Y. M. C. A.'s laundry plant. The plant was consequently junked. About $65 a month was saved and space was made available for important health activities which in turn have added larger revenues and increased interest on the part of business men. The Y check-room was found to be costing $1400 a year. A pressing room and hat-cleaning equipment were installed. Now the combined check,-pressing,-hat-cleaning room produces a profit of $1200 to $1300 a year. Stationery is bought now from mill representatives at a saving.

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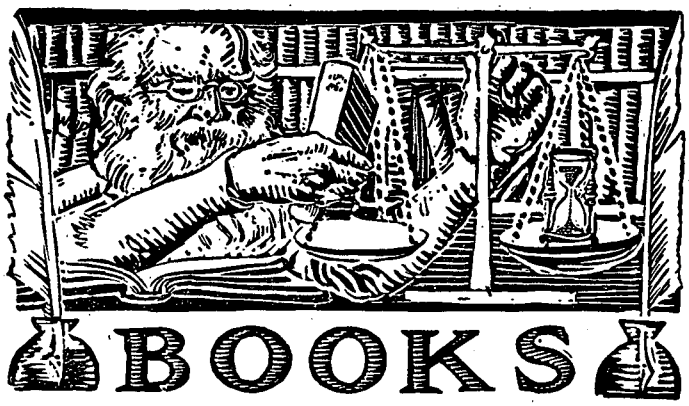

Their Sisters' Keepers

REFORMATORIES FOR WOMEN IN THE UNITED STATES, *by Eugenia C. Lekkerkerker. 614 pp. Order through J. B. Wolters, The Hague, Holland.*

"THE greatest significance of the American reformatory for women," writes Miss Lekkerkerker, "consists in the fact that, under separate laws and . . . almost continuously female management, it has developed into an institution more nearly adapted to the needs of women than perhaps any other type of penal institution in the world." That is high praise, coming from a Dutch student. Miss Lekkerkerker has done not only a thorough but a monumental job. She discusses penal methods in the United States, the origins of the reformatory movement, the theoretical foundations of the women's reformatory—and then tells you everything you could want to know about the management and life of women's reformatories. Her book, printed in English but published in Holland, is the most complete and accurate study of women's reformatories yet written.

No fault can be found with another conclusion, namely, that "the women's reformatories are the best and most progressive penal institutions which the United States possesses." Here Miss Lekkerkerker is doubtless looking at these institutions as a group, for one or two men's institutions are pushing them hard. She writes frankly, departing at times from praise and giving friendly but incisive criticism. For example, facilities are inadequate at some institutions, women are placed at labor not suited to them, and the quality of staff personnel is not always as high as it ought to be. She found her long visit to this country inspiring and remarks: "To the European student of social phenomena the United States is an intensely interesting country, and few, we believe, who go there for study will fail to become fascinated, and to grow to like both the country and its people." This to America, from Europe today, is refreshing.

State Director of Parole, Trenton, N. J. WINTHROP D. LANE

Psychoanalysis and Medicine

THE MEDICAL VALUE OF PSYCHOANALYSIS, *by Franz Alexander, M.D. W. W. Norton. 247 pp. Price $2.75 postpaid of The Survey.*

BY long odds the best exposition of psychoanalysis in its varied relations to medicine, directly and indirectly, that the reviewer has seen in many a day. Aside from discussing psychoanalysis from the two standpoints—as a system of thought which has been developed to apply to all sciences that deal with man, his several aspects and relations, as ethnology, sociology, anthropology, psychology, history; and psychoanalysis as a therapeutic method—the author has very clearly set forth the present status of this method for the treatment of the major psychoses, what may be expected of it in the treatment of somatic disease, how the technique may need to be modified in approaching these particular problems and how it already has been modified in dealing with the mental disturbances that are found in children and in criminals. In addition, he has presented very clearly a statement of the significant facts relating to the various intrapsychic systems, the id, the ego and the super-ego, and their relations to one another. The general discussion is lucid and informative. He makes a particularly clear exposition of the dynamic factors involved in the therapeutic method, which gives a very good idea of why the patient gets well as the result of analysis, what value exists in the transference, and why the analysis has to take up so much time. He is very clear, also, in his definition of the types of patients for whom analysis is not appropriate and why. He indicates the dangers and gives the reasons for them. He also indicates the explanations for certain mechanisms on a phylogenetic basis, which are distinctly useful to their understanding. The book is filled with information couched in terms which the reader of average intelligence who is interested in such matters and has had some little preparation for approaching them can assimilate with comparative ease and much to his advantage.

St. Elizabeth's Hospital, Washington, D. C. WILLIAM A. WHITE, M.D.

The City Negro

THE NEGRO FAMILY IN CHICAGO, *by E. Franklin Frazier. University of Chicago Press. 204 pp. Price $3 postpaid of The Survey.*

THIS latest volume in the Sociology Series of the University of Chicago is characterized by Professor Burgess in an editorial preface as presenting "for the first time in any adequate fashion a description and analysis of the Negro family in the process of social change." As such it is, of course, more than its title suggests; Chicago has simply been taken as a sample laboratory area to furnish a good cross-section view of the effects of migration, segregation and urbanization on Negro family life. Professor Frazier's thesis is that the typical Negro family has suffered three successive shocks and disintegrations in as many generations, the primary disruption of the slave system, the further disorganization of emancipation, disturbing the little stability which was developing under the plantation regime, and then latterly a third uprooting in the rapid urbanization movements of the last decade and a half. With this frame of reference, the author finds justification and explanation for most of the discrepancies and shortcomings of the Negro from the points of view of an admittedly greater incidence of crime, delinquency, illegitimacy and familial instability. However he finds an important interpretative basis for definitely gauging the relative effects of favorable and unfavorable environment upon such conditions. Through carefully zoning the Negro population of Chicago with respect to residence areas, and correlated statistical comparisons, it is clearly established that "the decreasing rates of the different indexes of social problems between these areas indicate that their incidence is not a matter of the innate traits of the Negro, but are the direct results of a community situation." This is significant confirmation of a growing tendency to refer the major problems of Negro life to environmental conditions and causes, and to rely upon environmental improvement for their correction. In addition to this welcome corroboration from a rigidly scientific study, Dr. Frazier's statistics actually show that on basic points of comparison the Negro shows a variability quite as great as the white group, indicating a more fluid and responsive condition of change and therefore a very favorable susceptibility to improvement.

The first three chapters, a review of past conditions and historic opinions about Negro family life and social traits, constitute a scientific tracing of both positive and negative traits to their basic social and historical causes and conditions. Throughout a strong case is made for a simple but weighty truth—social and economic exploitation both in the past and the present are mainly responsible for the demoralization of Negro family life, and for its rehabilitation economic advan-

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tage and stability are the only sure guarantees. If we would carry out the practical leads of Mr. Frazier's conclusions, we should dismiss the preachers, moralists and "race-psychologists" and call in speedily the case workers, the vocational experts, and the civic reformers.

ALAIN LOCKE
Howard University

Where England Leads

INTERNATIONAL STUDIES ON THE RELATION BETWEEN THE PRIVATE AND OFFICIAL PRACTICE OF MEDICINE WITH SPECIAL REFERENCE TO THE PREVENTION OF DISEASE, *conducted for the Milbank Memorial Fund by Sir Arthur Newsholme. Vol. III. Williams & Wilkins. 588 pp. Price $5 postpaid of The Survey.*

HERE we have England and Wales, Scotland, Ireland in retrospect and present. The general structure of civil government, the development of aspirations, ideas, principles, executive policies, the performance of functions in all fields touched by the lamp of modern medicine are here described in a manner which we may properly speak of as characteristic of England's public servants and her medical profession. This volume speaks eloquently of the living, changing things of which our social advance is made, the urging pressure for more relief and escape from the miseries of ill health, the give and take between the community and the medical professions where respect, affection and loyalty are mutual, the ceaseless molding of officialdom to put into operation good works to the limit of what the tax- and rate-payer will give it the money to buy.

We should be proud to duplicate the life-saving record of Britain's maternity scheme and to be able to say that the sick are everywhere as reasonably well provided for among us. And yet there is fortunately no urban community in the United States of 120,000 or over where the expenditures of wage-earners for alcoholic drinks exceed those for bread, milk, rent and local taxes, no family group with thirty-nine thousand young children here in which more than four gallons of beer are drunk for every gallon of milk, and no industrial city where the per capita expenditure for liquor is more than a fifth of the average weekly wage, or where the family of man, wife and three children among wage-earners spends the equivalent of a pound a week for liquor as is the case in Bermondsey, London.

One cannot keep step with the past, to say nothing of the present, in public health without this book on his desk.

HAVEN EMERSON, M.D.

Catholic Charities

CATHOLIC CHARITIES IN THE UNITED STATES, *by John O'Grady. National Conference of Catholic Charities. 475 pp. Price $3 postpaid of The Survey.*

THE preparation of an authoritative account of Catholic Charities in the United States, dealing comprehensively with their history and their problems, was an obvious necessity. Dr. O'Grady, professor of sociology at the Catholic University of America and also secretary of the National Conference of Catholic Charities, was obviously the right man to undertake it. Bishop Thomas J. Shahan, rector emeritus of the Catholic University, in his introduction to the volume, justly speaks of it as "a splendid record of a century of our organized charities"; and Archbishop Curley of the diocese of Baltimore, by whose authority Dr. O'Grady has himself exercised an immense influence in the diocese which includes the national capitol, officially sanctions the publication of the volume.

These facts should not deter non-Catholics from reading it. In fact it might well be made required reading for all Jews and Protestants who wish to understand American social work. It is Catholic history of course, but not on that account without objectivity. A Protestant historian, writing of Catholics in the United States after the Revolution, would hardly say that "outside of Pennsylvania and, for a short time in Maryland, the exercise of their religion was not tolerated"; but students of our social history in that period will profit by having their attention called even by such a sweeping statement to the hostility and persecutions to which Catholic colonists were subjected. As Dr. O'Grady says, it is not easy for us at this date to get a true picture.

On the whole the story is well and vividly told. The reviewer rejoices to read deserved tributes to old friends like Dr. William J. White, Dr. Denis J. McMahon and Thomas M. Mulry, but is surprised to find no mention of Dr. McMahon's predecessor, the first supervisor of Catholic Charities in the diocese of New York, Father Kinkead, chaplain of St. Joseph's Asylum in Peekskill, who deserved chief credit for the creation of a children's court in New York City. William J. Doherty's surname looks queer with an a in the middle and even a repetition of it is not convincing.

EDWARD T. DEVINE

Community Unity

SOCIAL AIMS IN A CHANGING WORLD, *by Walter G. Beach. Stanford University Press. 164 pp. Price $1.75 postpaid of The Survey.*

THE sociologist as scientist describes and generalizes social phenomena, but he should occasionally attempt to evaluate his findings. Sooner or later the "How?" (science) must give way to the "Why and what for?" (values). We are very fortunate when the evaluation is as concise, readable, challenging, as the present essay.

Beach thinks the change from the community-built to the migratory mind is one of the outstanding facts of modern life. Machine making and diffusing of goods and ideas has impaired loyalty and unity in Western culture. We are cultural immigrants trying to run our material world with a set of traditional techniques almost as unfitted for the task as the folkways and mores of rural Poles are unadapted to life in an American city. Democracy is opportunity, not equality, and opportunity depends not on nature but on law and social organization, on the extension of community-mindedness, on unity of social ideals. Thus, our villain is rampant individualism. It has appropriated our natural resources and now exploits nature and human nature for private and provincial ends. The unity of the old local communities is destroyed and millions are left adrift, denied the economic, educational, artistic opportunities necessary for harmonious personal and social integration.

Specifically, he shows how it operates in industry—unemployment, poverty, migratory work, immigration; how the machine menaces the child; how charity destroys the recipient and, ultimately, the giver; how war results from the utilization of outworn traditions by predatory business classes. He concludes that we must develop ideals for the larger community looking toward "cooperative effort and will, integrated in thought and knowledge, serving the common good" (p. 122). And this is essentially a religion of conscious, self-directed social purpose.

Miami University, Oxford, Ohio READ BAIN

Survey Course for Grown-ups

ROADS TO KNOWLEDGE, *edited by William Allan Nielson W. W. Norton. 349 pp. Price $3.75 postpaid of The Survey.*

FRESHMEN at many colleges these days dive into higher education from the springboard of a "survey course," gainnig thereby a sense of direction and a chance to decide where they are going and why. This book is essentially a "survey course" for adults. Recognized authorities speak from a dozen fields of knowledge—history, biological science, mathematics, music, literature and so on. Each sets his boundaries, many of which have lately shifted. The materials of the subject are made clear, subdivisions indicated, special problems raised.

Thus Rexford Guy Tugwell of Columbia describes with obvious relish the bankruptcy of "classical" economics. He

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shows without despair why economics, dealing with situations that never "stay put," hedged around with prejudice, tradition, special privilege, is not comparable to the laboratory sciences.

> Is the protective tariff an experiment to stand-pat Republicans? Could the varieties of social insurance be tried tentatively? Could the public control of prices be experimented with? Could we try a managed currency? . . . A lengthy list of questions which are adaptable to experiment might be made. But all of them, in social science, are as definitely taboo as Galileo found Aristotle's propositions to be. And the social scientist cannot retire to his laboratory and go ahead, regardless of general assent.

Professor Tugwell challenges the student to further exploration by the need for fresh thinking he points out.

Not less creatively Eleanor Shipley Duckett of Smith pictures the treasures of the classics awaiting rediscovery; Edward G. Spaulding of Princeton the endless questing of philosophy; Howard W. Odum of North Carolina the adventure of "learning how to think in a scientific spirit . . . about great human interests."

This is not a popularization. It is something much more interesting and useful—a guide-book for mature minds eager for the refreshment and growth to be gained through journeyings in new lands.

BEULAH AMIDON

HOW THE CITIES STAND

(*Continued from page 75*)

no indications of a sufficient revival of local industry to affect the relief needs. The usual seasonal pick-up promises to be much less than normal. There is considerable community feeling in favor of federal relief chiefly on account of the practical difficulties of getting sufficient funds locally. Municipal office-holders seem to feel that the federal government should participate in the program.—*Ray W. Smith, executive secretary, Community Chest.*

SEATTLE, WASH.: At the moment relief funds, public and private, are adequate. The county is supplying from $125,000 to $150,000 a month for emergency relief and I see no reason to doubt its continuance of necessary appropriations. The city however is running into tax limitations and further help for work-relief is in doubt. Relief demands for homeless men reached a peak in late February and for families in late March. We expect a drop in relief requirements of from 20 to 30 per cent by August or September. Then, unless general conditions improve, the curve will turn upward. Those closest to the relief problem are inclined to believe that federal relief will be necessary next winter, but there is a substantial body of influential public opinion which does not favor it.—*John F. Hall, executive secretary, Community Fund.*

SPRINGFIELD, MASS.: Families on aid have tripled in a year, and expenditures for outdoor relief more than doubled. The work-relief program with public and private effort closely coordinated has been useful and productive. I believe that March will see the peak of the year. Even though industry shows no sign of picking up there is more optimism in the community than I have seen for a long time. The spirit of the community is strong and I believe that whatever the needs may be they will be met. I do not believe that federal relief would be welcome here until all other resources are exhausted. —*Fred Stephenson, executive manager, Community Chest.*

ST. LOUIS, MO.: Relief funds in St. Louis appear to be adequate to meet present needs. The Crisis Fund of approximately $1,123,000 raised early in the spring by popular subscription—$700,000 of it from wage-earners including school teachers—plus the $600,000 promised by the city should be sufficient to carry the present program to the end of 1932. The peak of relief requirements should be past by the end of March. There has not been at any time any serious suggestion of state funds nor any indication that the community considers federal relief as desirable or necessary. The county, an area of fifteen hundred square miles surrounding the city, has appropriated $23,000 for relief purposes, and some people believe that it will get by on this. There is a general feeling and some evidence that employment is picking up, enough at least to hold relief at its present level and perhaps to ease it off a little before the end of the year.—*Robert W. Kelso, Community Fund.*

ST. PAUL, MINN.: I would not describe St. Paul's relief as adequate, but it is furnishing basic necessities in a way which prevents hunger and cold. City and county officials, as well as those of the chest and of private agencies, believe we can meet our obligations until 1933 when new budgets become effective, though there are certain factors which may throw off our calculations. Monthly relief bills have risen steadily to a peak of $120,000 in March. We should drop to $80,000 in April, and stick fairly close to $50,000 during the summer months. It does not now appear that additional private funds will be necessary. Employment conditions show no substantial gain but on the other hand we do not anticipate any new large scale dislocation. There appears to be sentiment against federal relief, largely on account of a spirit, almost of revolt, against increased taxation.—*Pierce Atwater, executive secretary, Community Chest.*

WASHINGTON, D. C.: Relief funds are not adequate and a chest deficit of perhaps $300,000 for the year due to excess relief expenditures seems probable. This means that the present program could not be continued beyond October 1. President Hoover has approved a joint resolution, now before Congress, for $600,000 for outdoor relief. This, if it passes, will relieve the situation greatly. March is probably the peak month, though we expect an increase rather than a decrease in white-collar applicants. If the appropriation fails I believe that further private funds could be raised.—*Elwood Street, director, Community Chest.*

WASHINGTON has no system of public outdoor relief. Resources of this committee, $250,000 from the Community Fund, will be exhausted by May 1. We are informed that about one thousand men will be put to work on District projects on April 10, and that several thousand will be so employed by July 1. This should relieve the situation so far as laborers are concerned.—*Paul L. Benjamin, executive secretary, District of Columbia Committee on Employment.*

RELIEF demands are increasing and will probably continue to do so as the Committee on Employment ceases operations during April. We believe Washington sentiment to be against federal relief, though the local chapter of the American Association of Social Workers has approved it.—*Walter S. Ufford, general secretary, Associated Charities.*

WORCESTER, MASS.: Relief funds, public and private, are adequate at the moment. The Community Chest will not need to raise any more funds this spring, but further city appropriations will undoubtedly be necessary before the end of the fiscal year, November 30. Relief demands are still increasing, though we expect a seasonal falling off beginning in April. There is no indication of any improvement in employment conditions. I believe that the people of this city are opposed to federal relief.—*David W. Armstrong, executive secretary, Community Chest.*

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COMMUNICATIONS

Regularization

TO THE EDITOR: It is encouraging to see at last some recognition of the fact that regularization of individual industries may increase unemployment, even though this recognition is only in a letter to the editor. I am referring to the letter by Daniel B. Luten in the February Midmonthly issue.

As long as the farmer cannot tell whether he will get ten bushels or forty from an acre of land, there must sometimes be overproduction of his crop. When there is overproduction, unemployment can only be prevented by a shift of labor to some other kind of work. As long as we have progress, men will be displaced by machines or by the alteration of consumer demand. They must then find work elsewhere or unemployment results. As long as the new supply of youth exceeds the deaths or retirements, in any class of workers, change is the only way to prevent unemployment.

As long as any of these factors are inevitable, the aim should be to make the necessary changes easy. Men should be trained to go from the farm to the factory and return, and to make similar changes between commercial, educational and recreational occupations, as well as changes within the groups. The changes can only be easy when there is a continual demand for new men in all groups under normal conditions. The regularization of any one group to the extent that it is not able to help absorb the temporary surplus from any other group, must result in more unemployment outside that group.

Regularization of an individual industry may be beneficial to the particular industry, to the employers and workers in that industry, but it will probably do far more harm than good to the community as a whole. The main object of unemployment prevention should be to make change easy. It should be to control the greater forces that make for prosperity or depression in such a way that when one group finds it necessary to reduce its labor force, other groups will receive the stimulus to expand and absorb the surplus men. And efforts should also be made through vocational guidance and education to prepare the next generation for the available jobs. The object will never be reached by seeking to prevent change.

A. W. FORBES

Worcester, Mass.

Pay for School Children

TO THE EDITOR: Human beings have two jobs in this world. One is to provide the commodities and services we buy and sell, and the other is to improve themselves by education. It is common practice to shift employes from one job to another as occasion may require, so as to keep them always busy.

I propose that the federal government collect from employers who operate for gain, 6 per cent of the sums they pay employes as wages, salaries and commissions, and turn the money over to the states to be paid to children in school for their work in improving the qualities of the future citizens of the state.

If that should be done, five or six million minors over fourteen years of age would go back to school, and their places in industry would be filled by adults now idle. With children paid for work in school, no community would keep minors in industry and adults idle. If it did, money would be drained from that community to others.

I have this scheme and its consequences set forth in a 15-page document before the Senate Committee on Education and Labor, and backed by forty-odd letters from educators, constitutional lawyers, and others. I have drafted a bill which Senator Lewis of Illinois has agreed to introduce, but he delays for some other matters.

That 6 per cent would come out of the profits coming from the use of labor-saving inventions which throw men out of jobs, and would not be a burden on industry.

Chicago CASPER L. REDFIELD

The Fallacy of Strict Communism

TO THE EDITOR: The fundamental and fatal defect in Communism and most socialistic schemes of government is the tacit assumption that every man is competent for any job. This fails to take account of the diversity of gifts so characteristic of humanity. These gifts range all the way from the simplest mechanical aptitude to the loftiest poetic inspiration. Two such individuals could hardly change places in the service of their fellow men. A musician would probably not be competent as an electrician and vice versa. A painter would probably make a poor plumber. These diversified gifts are widely distributed and it is folly to ignore the fact. It is useless to fight against Providence. We must take things as they are rather than as we wish that they might be. The great problem is to fit each individual for the job to which he is best adapted. Account must, of course, be taken of the aspirations of the individual. Some test, however, of his capacity should be made in early life before he blunders into an occupation for which he is ill fitted. The problem accordingly resolves itself into a question of education. We must "catch them young" if we are going to grapple successfully with the problem. Children early begin to manifest their aptitudes and aspirations. Each child should be individualized and studied and guided toward a successful career. Account must, of course, be taken of his tastes as well as of his talents. To be a success in any occupation he must be happy at his work. We shall not completely solve this problem until the Millennium dawns. Each new generation will make mistakes but it should also make a distinct contribution. In the long run mankind will work out its salvation.

EDWIN KNOX MITCHELL

Hartford, Connecticut

With Regrets

TO THE EDITOR: May I ask you to correct two serious errors that occur in the paragraph entitled Using Leisure on the page of The Survey that is devoted to unemployment, in the March Midmonthly issue? The Brooklyn Boys' Continuation School offers instruction in *eighteen* trades, not in eighty trades, and some new trades are being added to meet demands. The recommendations of the Civic Committee for Adult Literacy include no compulsory features in connection with vocational training opportunities for adults. As the continuation schools in New York City have expert individualized employment services, unemployed men and women who *voluntarily* enroll for training in continuation schools, become the concern of the placement counsellor of the school. The employment services in continuation schools are, however, closely allied with the public employment offices.

HELEN WINKLER

Director Civic Committee for Adult Literacy

We Blush

TO THE EDITOR: An Adjusting Profession on page 661 of your March Midmonthly deserves a "thank you" from the adjusting profession. The Survey's sympathetic and constructive attitude toward nursing gives us much satisfaction and encouragement and, believe me, the latter is important

MARY M. ROBERTS

Editor The American Journal of Nursing

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GOSSIP: of People and Things

Down Florida Way

PARTLY as ballyhoo for the annual meeting, opening April 10, and partly as a social mission the Florida State Conference of Social Work betook itself in the form of pre-conference rally meetings into half a dozen unorganized communities of the state, each of which tapped several counties. Dr. Valeria H. Parker of New York, special guest of the Florida Social Hygiene Society, was a featured speaker at each meeting. The Conference proper included an institute on mental hygiene conducted by Dr. Harvey Crane of the University of North Carolina and one on advanced social case work led by Frank Bruno of Washington University, St. Louis.

Sherwood H. Smith, retiring president of the Conference, is the executive secretary of the Florida Tuberculosis and Health Association which held its annual meeting earlier in the season at Tampa. A series of three tuberculosis institutes, one of them for public-health nurses and medical social workers, was held during and after the meeting. Mrs. M. L. Stanley, moving up from the post of secretary, is the new president of the Association.

WITH the New York State Emergency Relief Administration all set to carry on until fall, Jesse Isidor Straus has resigned its chairmanship to which he has given full time since his appointment last October. Philip J. Wickser of Buffalo, a member of the body, has been named chairman, but both he and John Sullivan, the third member, have intimated that they will resign late in April under pressure of private business affairs. Harry L. Hopkins, loaned by the New York Tuberculosis and Health Association to serve as executive director of the Administration, has been appointed to the vacant membership and will, the tipsters say, become chairman on Mr. Wickser's retirement. Meantime Douglas P. Falconer, lent to the Administration by the Buffalo Children's Aid Society to serve as Mr. Hopkin's associate, has resigned both posts to accept appointment, effective June 1, as general secretary of the Brooklyn Bureau of Charities, a position vacant since the death of Dr. Thomas J. Riley last October.

FRED J. GOLDSTONE has succeeded Chalmer B. Traver as executive secretary of the Milwaukee County, Wis., Community Fund.

WE still think it was a good idea to have Jane Addams as guest of honor at the National Conference dinner in Philadelphia, but what with doctors having the last word and one thing and another it didn't work out. Miss Addams was unable to accept the Conference guest-of-honor invitation though she still hopes to be in Philadelphia during Conference week. The dinner, as told elsewhere in this issue, will be in honor of the twentieth anniversary of the Children's Bureau, which will be represented by Julia C. Lathrop and Grace Abbott.

EILEEN BLONG of the Bureau of Catholic Charities, St. Paul, has gone to Stamford, Conn., as district secretary of the Catholic Welfare Bureau.

THE White House Conference rolls on. The last scheduled state follow-up of the spring will be that of Oregon, May 2-3. This will bring the state conferences about to the half-way mark with twenty-three states as well as many counties and cities in line. The complete reports of the Conference will eventually fill some forty volumes.

IN its February issue The Compass, organ of the American Association of Social Workers, 130 East 22 Street, New York, lists the fellowships and scholarships offered for 1932-33 professional social-work study and training in some twenty-two schools, colleges and universities.

Nurses Change

MARY KEITH CAUTHORNE, for four years with the Virginia State Health Department as assistant director of public-health nursing, has been appointed field advisory nurse of the West Virginia State Health Department, succeeding Edna M. Hardsaw, who resigned to accept an appointment with the U. S. Public Health Service in Washington. . . . Marguerite Jacobsen has been appointed assistant executive secretary of the New York State Nurses' Association. . . . Jeannette Urquehart, North Plymouth, Mass., is the new president of the New England Industrial Nurses' Association. . . . Marjory Stimpson is acting as temporary assistant professor of public-health nursing at Simmons College, Boston. . . . Mary Irby Mastin of Alabama has gone to Virginia as director of the state Bureau of Public Health Nursing. Nannie J. Minor, her predecessor, was forced by ill-health to resign, but remains on as an adviser.

THE American Nurses' Association announces two contests for senior students in schools of nursing and for members of district or alumnae associations. The first award will be for the best essay on the subject, Why I Need the American Nurses' Association as My Organization Needs Me, and the second for the best play or pageant on one of three subjects: (1) History of the American Nurses' Association, (2) Opportunities in Modern Nursing, (3) Organization (methods of joining, tranfer, dues, etc.) Entries must be received by May 1, except in the case of associations when the time is extended to June 1. For details address the Association at 450 Seventh Avenue, New York.

FRANCES BROPHY, who has gone to the National Tuberculosis Association as field adviser, was for seven years director of education of the Iowa Tuberculosis Association.

GEORGE GOLDENBERG has been appointed executive director of the Infants Home of Brooklyn, N. Y.

PETER KASIUS of the St. Louis Social Hygiene Association has been appointed director of the St. Louis Provident Association, succeeding Emil G. Steger who, as reported last month, has been named director of the Community Fund. Dr. David Cowgill has resigned as director of the St. Louis Public Health Council.

"AND what are you going to be when you grow up?" said the AICP visitor vivaciously to the four-year-old son of a client. "A big boy," said he, reasonably.

THE loving cup which the Council of Social Agencies of Los Angeles County, Cal., presents annually "for outstanding social service achievement in Los Angeles County" was voted this year to the Rev. Thomas J. O'Dwyer, director of the Catholic Welfare Bureau. The formal presentation was made at the annual meeting at the Salvation Army headquarters.

MARTHA, a shining light in the social activities of the patients at the East Moline, Ill., State Hospital, was finally discharged and went to work in a home in a nearby town. "How nicely you're fixed," said a visitor from the hospital. "How do you like it here? It's a great change from the 'hill,' isn't it?" "Ye-es, it's a change," admitted Martha. "But I don't like it very well. You see I miss the social contacts."

DR. C. HOWARD MARCY of Pittsburgh is the new president of the Pennsylvania Tuberculosis Society, succeeding Dr. H. R. M. Landis of Philadelphia.

ROSE J. MCHUGH, recently with the Children's Bureau as consultant on child-care programs in the insular possessions of the United States, is now director of field work of the School of Sociology and Social Service, Fordham University, New York.

THE Detroit Community Union will lose Stuart A. Queen, its associate secretary, on June 1 when he goes to Washington University, St. Louis, as professor of sociology.

PAUL R. BROWN of Briarcliff has succeeded Romanus Fellman as warden of the Westchester County Penitentiary. He has been on the staff as employment agent and field worker.

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Associate Group Meetings

1906 -- PHILADELPHIA -- 1932

Independence Square

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National Ass'n Headquarters—Pennsylvania Hotel

Subjects—Children Traveling Alone; Board Members' Participation; Unemployment Influence on Trends of Service to Transients; Record Writing; Inter-City Service; Public Appreciation.

NATIONAL CHILDREN'S HOME AND WELFARE ASSOCIATION

May 14 to 16 Headquarters—Y. M. C. A.

Sessions—Saturday, May 14, 10:00 a. m., 2:30 p. m., 6:00 p. m. Sunday, May 15, Breakfast and devotional services, 8 a. m. Monday, May 16, Breakfast conference, 7:30 a. m.

TWELFTH EPISCOPAL SOCIAL WORK CONFERENCE

May 13th to 17th Hotel Pennsylvania

Guest Speakers—Miss Mary Van Kleeck, Russell Sage Foundation; Dr. Sumner H. Slichter, Harvard University; Miss Bertha Reynolds, Smith College School of Social Work; Miss Mary S. Brisley, Church Mission of Help.

Write for program to

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***Headquarters*: Hotel Sylvania**

Meetings open to all interested in family welfare work.

Write for program to

130 EAST 22D STREET NEW YORK, N. Y.

Committee on Relations with Social Agencies

of the

National Association of Legal Aid Organizations

Luncheon 1:15 P. M. May 20th

Benjamin Franklin Ballroom Foyer

AMERICAN ASSOCIATION OF PUBLIC WELFARE OFFICIALS

***Headquarters*: Benjamin Franklin Hotel**

Luncheon Meetings: Monday, Tuesday and Wednesday

850 EAST 58TH STREET CHICAGO, ILL.

Pennsylvania Conference on Social Welfare

Luncheon and Annual Meeting—May 19 Benjamin Franklin Hotel

Subject: Pennsylvania Welfare Problems.

Speakers: Dr. Clyde L. King, Secretary of Revenue; Mrs. Alice F. Liveright, Secretary of Welfare; Dr. Wilmer Krusen, Vice-President, Public Charities Ass'n of Penna.

Edwin D. Solenberger, President, Philadelphia

H. A. Waldkoenig, Secretary, 620 Investment Building, Pittsburgh

CHURCH CONFERENCE OF SOCIAL WORK

Federal Council of the Churches of Christ in America

OBJECTIVES

"To contribute to the development of scientific methods in the social work of the Protestant churches and councils of churches of the United States;
"To bring church social workers together for acquaintance and discussion of common problems;
"To bring to church social workers the value of the discussions and associations of the National Conference of Social Work;
"To develop understanding and cooperation between churches and social agencies in communities;
"To make religion a greater redemptive force in all social work."

Meeting, Philadelphia, May 15-21 Headquarters, Friends Meeting House, 20 South 12th Street

Consultation Service and Exhibit Booth at National Conference Headquarters

Vesper service daily, except Wednesday, 4:30 p. m. 20 South 12th Street, open to all. Theme—Spiritual Basis of Social Work. Speakers—Sunday, Henry T. Hodgkin; Monday, Francis J. McConnell; Tuesday, Mary E. McDowell; Thursday, Hornell Hart; Friday, Joseph Fort Newton.

Other discussion topics include Changes in the Social Order Demanded by the Christian Ethic; The Social Ideals of the Churches; The Church and Industry; Denominational Responsibility for Social Work; Development of Local Churches as Supervised Centers of Friendship for Young People; The Opportunity of the Church for Service in the Field of Recreation; The Staffing of Institutions for Dependent Children under Church Auspices; Extension of Social Service to Rural Communities.

Write for detailed program to

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Liberty Bell

Fifty-Ninth Meeting

National Conference of Social Work

Philadelphia, Pa.

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DIRECTORY OF SOCIAL AGENCIES

Child Welfare

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director, 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phase of child welfare in which they are interested.

NATIONAL CHILD LABOR COMMITTEE—Courtenay Dinwiddie, General Secretary, 331 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthly publication, "The American Child."

Foundation

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—Shelby M. Harrison, dir.; 130 E. 22nd St., New York. Departments: Charity Organization, Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

Home Economics

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 620 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics; office of editor, 620 Mills Bldg., Washington, D. C.; of business manager, 101 East 20th St., Baltimore, Md.

Racial Adjustment

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 1133 Broadway, New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

Recreation

NATIONAL RECREATION ASSOCIATION—315 Fourth Ave., New York City. Joseph Lee, president; H. S. Braucher, secretary. To bring to every boy and girl and citizen of America an adequate opportunity for wholesome, happy play and recreation. Playgrounds, community centers, swimming pools, athletics, music, drama, camping, home play, are all means to this end.

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AMERICAN SOCIAL HYGIENE ASSOCIATION—450 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education, to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. C. M. Hincks, general director; Clifford W. Beers, secretary; 450 Seventh Avenue, New York City. Pamphlets on mental hygiene, child guidance, mental disease, mental defect, psychiatric social work and other related topics. Catalogue of publications sent on request. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly, $1.00 a year.

NATIONAL ORGANIZATION FOR PUBLIC HEALTH NURSING—450 Seventh Avenue, New York, N. Y. Katharine Tucker, R.N., General Director. Organized to promote public health nursing, establish standards, offer field advisory service, collect statistics and information on current practices. Official monthly magazine: *Public Health Nursing.*

NATIONAL SOCIETY FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, Managing Director; Mrs. Winifred Hathaway, Associate Director; B. Franklin Rover, M.D., Medical Director; Eleanor P. Brown, Secretary, 450 Seventh Avenue, New York. Studies scientific advances in medical and pedagogical knowledge and disseminates practical information as to ways of preventing blindness and conserving sight. Literature, exhibits, lantern slides, lectures, charts and co-operation in sight-saving projects available on request.

NATIONAL TUBERCULOSIS ASSOCIATION—450 Seventh Ave., New York. Dr. Kendall Emerson, managing director. Pamphlets of methods and program for the prevention of tuberculosis. Publications sold and distributed through state associations in every state. Journal of the Outdoor Life, popular monthly magazine, $2.00 a year; American Review of Tuberculosis, medical journal, $8.00 a year; and Monthly Bulletin, house organ, free.

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Official Publication: The Jewish Woman.

National Conference

NATIONAL CONFERENCE OF SOCIAL WORK—C. M. Bookman, president, Cincinnati; Howard R. Knight, secretary, 82 N. High Street, Columbus, Ohio. The Conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-ninth annual convention of the Conference will be held in Philadelphia, May 15-21, 1932. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

?

Is your organization listed in the Survey's Directory of Social Agencies? If not—why not?

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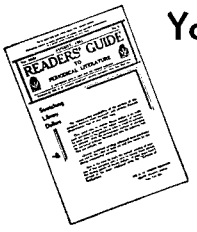

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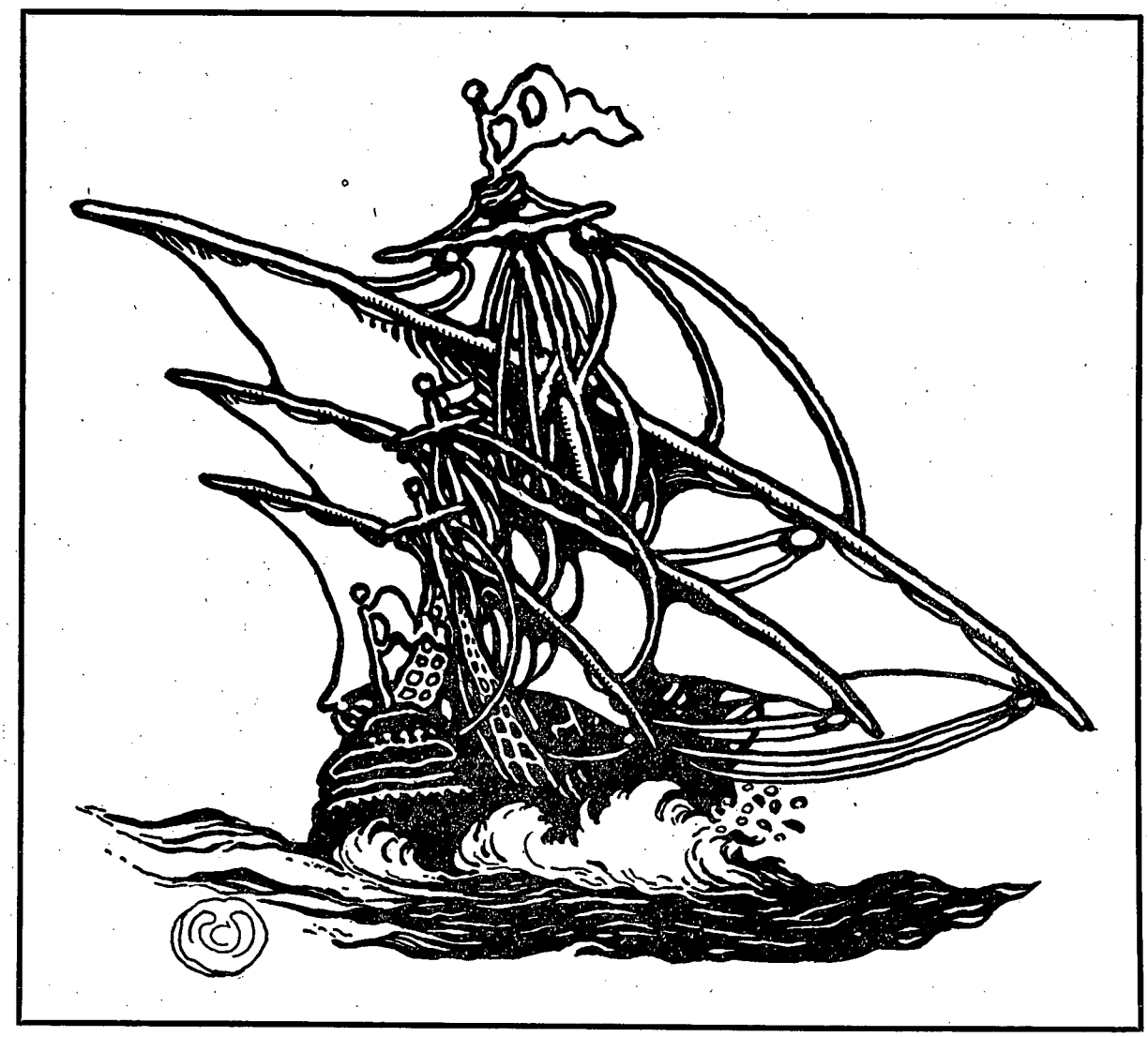

Turning the Hard Times into Whetstones for Keen Thinking

Annual Statement by the Editor

SURVEY ASSOCIATES, INC.
112 East 19 Street
New York

YEAR REVIEWED
1931

CURENT YEAR
1932

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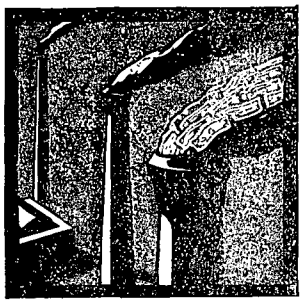
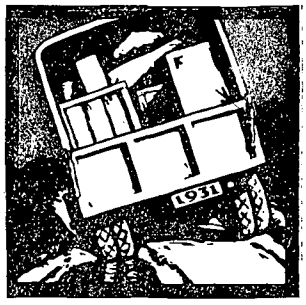


Turning the Hard Times into Whetstones of Keen Thinking



To Survey Associates and all Survey Readers:

WE have been flying our flags against the wind. You may well imagine that now and again the pole gets wofully shaky. What anchors it to withstand whipping times like these are strands of tenacious personal interest which run back through the co-operative publishing scheme of Survey Associates.

First, Our Anchorage

OUR widest network of participation lies of course in our regular subscribers: at $5 for The Survey, twice-a-month (Midmonthlies and Graphics); at $3 for the Survey Graphic, monthly, by itself. Taking the twelve months of 1931 as a whole, our stencil count of paid subscribers on these two lists combined, averaged 26,065—or four hundred over 1930. Our twice-a-month subscribers fairly held their own; there was a slight gain on the Graphic. Here is evidence of that tenacity referred to, which has held into the third winter of the depression. At the same time some of the hazards which beset us are indicated by a January to January comparison. On January 1, 1932, our twice-a-month Survey list stood at 16,838, a shrinkage of 1580 in the course of the year; our Graphic list at 9097, a gain of 1206; the combined count at 25,935, a shrinkage of 374.

Just before the depression, membership in Survey Associates —$10, $25, $50, $100 or above—reached its highest register: 2032. We fell back almost precisely a hundred in 1930, and another hundred in 1931. There are 1829 names in the roster for 1931; as presented on pages 107-110. Since January 1, 1932 we have fallen back another hundred names; and now if ever, we must hold our lines.

By far the largest number of those obliged to discontinue take pains to let us know how they have themselves been caught in the pincers of the depression. The sacrifices which others make to continue their membership at its customary level, gives us another and very intimate gauge of what the work which Survey Associates carries on has come to mean to people the country over. We have never had such letters.

Yet an unconventional educational enterprise such as ours is bound to be especially vulnerable in these times. In 1930 we suffered a shrinkage of $12,000 in contributions, largely in our higher brackets; and as result we entered 1931 with, for the first time in the history of Survey Associates, a deficit in our General Fund. Altogether we had fallen $5000 short of making ends meet, and subsequently non-payment of pledges brought this figure to above $8000. Early last fall we confronted the prospect of a serious current deficit for 1931; which in combination with this overhang, threatened to cripple the service we have been rendering and want to keep on rendering with cumulative effect.

It was then that we did an unprecedented thing and asked every reader of The Survey and of Survey Graphic to chip in an extra dollar toward the cost of the service they share in—toward seeing us through. Over a thousand responded. Their names are published on page 110. To be sure, all that we gained from those dollars was wiped out overnight by the loss of a single large contribution; but they did make up that loss, and the covering letters were of a sort to give the whole office a stiff upper lip. A solider gain and an equal lift to the spirt came from another direction. Years ago the Russell Sage Foundation made annual grants to Survey Associates when we were setting out as an independent publishing society and laying down the frame of our work and service. These initiating grants terminated ten years ago. For old sake's sake, to help protect now what it had helped build then, the Sage Foundation made us an emergency grant of $5000. Meanwhile scores of long-time members who had felt they must drop out, reconsidered; and favorable word reached us in late December of renewals by several outstanding contributors. All hands round we cleared our year on the 31st and brought down that accumulated deficit from $8000, to $2000. (See page 100.) All this was by nip and tuck—by rigorous economies and redoubled efforts on every hand. To all and sundry who thus helped us strengthen our anchorage, our most genuine thanks.

Next, Our Pole

SO much for the cables to keep our flagstaff upright. A word as to the pole from which we have been flying a double breadth of editorial work. In spite of the depression, our two publishing accounts, Survey Midmonthly and Survey Graphic, see page 106, showed publishing receipts in 1931 which covered publishing maintenance costs. These accounts drew on our contributed funds solely for circulation investment. Our modest advertising income has held up exceptionally well—the Graphic even showed a gain of around $1000 in 1931. We fell off in quantity sales; renewals were sluggish and we wrote a fifth less new joint subscriptions. Our total publishing receipts shrank well toward $10,000 in 1931. Fortunately, we could and did more than match that shrinkage by scaling down publishing expenses by $15,000. We have retrenched in all operating departments. For 1932 we have secured new printing and paper contracts that will save us $8000 over last year, and $12,000 over two years ago. Altogether our budget estimates for the new year call for total disbursements of $183,000 as against $191,000 in 1931, and $208,000 in 1930—or roughly a reduction of $8000 in one year and $25,000 in two.

But at two points our hope is that this reduced budget will not have to sag. First, we are endeavoring to keep up our circulation investment at last year's level as our best factor in sustaining publishing revenue. More than that, we want to engage as readers an increasing number of the "new people" whom the hard times have loosened from old ruts; thrown into various forms of unemployment relief work, and given a touch of social concern of a sort which did not so readily come through in piping times of prosperity. As an educational institution, they are our freshmen and we want to reach them.

At our annual meeting in March, Mr. Eastman, who succeeded the late Robert W. de Forest as president of Survey Associates, announced the formation of a Publishing Committee to cooperate with the board and staff in laying down a program of development which would be ready to take advantage of any changes in the business situation, and would get the

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most out of The Survey's special quality during the hard times.

The other line of activities we hope to keep intact is that which centers in the work of digest, appraisal, investigation and interpretation of the Editorial and Departmental Desks which serve both publishing units. To send out a questionnaire to one hundred cities and spread the pooled information a fortnight later; to have a member of the staff present at an important conference rather than to rely on newspaper reports; to appraise a development disinterestedly and first-hand rather than to try to split the difference between its publicitors and its critics; to spend hours searching out the wheat from the chaff of committee hearings at Washington; to put staff time and travel account into throwing open for our readers some creative experiment, or into exploding some nest of rumors—such things, even if our resources are so limited that they can be done only occasionally—mean that we are actually functioning as eyes and ears for the "organized curiosity" of our 1800 members and our 26,000 readers.

For the new year, therefore, and for these main purposes—on the one hand for circulation growth and educational reach, and on the other hand for this non-commercial work of digest and swift research—we shall need $85,189—or $10,000 less than the total we raised in memberships and contributions in 1931.

The Flags We Fly

GIVING to Survey Associates has not the human tug of giving to people in trouble; but in a very real way it comes pretty close to the same thing in these hard times. Only it is at the end of a lever which makes a dollar go a long way before it stops.

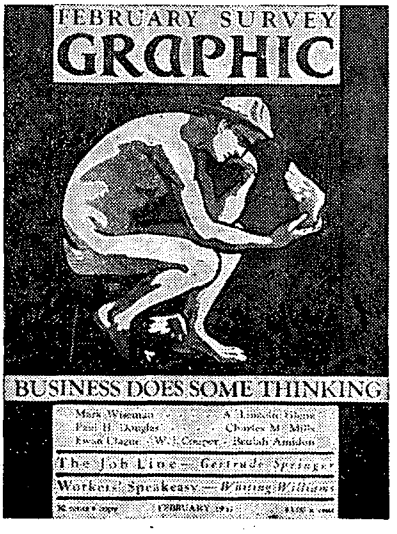
UNEMPLOYMENT RELIEF. First, take The Survey's work in bringing out human needs: In 1930, when any discussion of unemployment was taboo in the press, we broke step and interpreted the facts as we found them in Toledo, Detroit and elsewhere as cross-sections of the American scene. We have felt that a similar responsibility rested on us this current winter in the midst spasmodic, hand-to-mouth provisions to stave off urban hunger. (Witness this issue of The Survey, page 71.)

The function I have in mind, however, has more warmth than fact-finding. Our pages have been one of the swift agencies through which executives and committee members and the like have kept in touch not only with situations and developments, but with methods and proposals, innovations, constructive criticisms and—failures. For it is as important to know when some move will not pan out as to know that it does. We should like every member of Survey Associates to share in the sense that his backing has counted in thus holding up the hands of those who have been spending themselves for others in this very human sort of way.

A paragraph or the pith of a report may often count for as much as an article in spreading some new lead. Such cannot be listed but here are titles which show the sequence of our major articles in the field of unemployment relief. Staff articles are starred.

EMERGENT EFFORTS

When a Girl's Idle—Elizabeth Lentzbach Fontaine—January 1
The Job-Line—Gertrude Springer—February 1*
Detroit Does Something About It—Beulah Amidon—February 15*
The President's Committee for Employment—E. E. H.—February 15
Well Advertised Breadlines — Gertrude Springer—February 15*
Alms and the Case Worker—Robert W. Kelso—March 15



Philadelphia Takes Heart	—Karl de Schweinitz	—May 15
Funds for Another Bleak Winter	—Gertrude Springer	—June 15*
Character Last	—Robert W. Kelso	—June 15
Wage Cuts	—Leo Wolman	—June 15
Up From Bankruptcy	—Gertrude Springer	—July 1*
Pittsburgh Plan for Unemployment	—Francis D. Tyson	—July 15
Some People Won't Save	—Herbert Maynard Diamond	—August 1
Cross-Section of Hard Times	—Helen Hill	—August 1
The Winter Work-Relief	—Joanna C. Colcord	—September 15
Where Is the Money Coming From?	—Gertrude Springer	—October 15*
Dear Louise:	—Unsigned	—October 15
Afterthoughts on Relief	—Rose Brisken	—October 15
An Open Letter to the President	—William Hodson	—November 1
Ragged White Collars	—Gertrude Springer	—November 15*
Bacon and Beans and Limousines	—Will Rogers	—November 15
How Professional Women Fare	—Vera Kelsey	—November 15
Philadelphia Studies Its Breadlines	—Ewan Clague	—November 15
The Strategy of Relief	—C. M. Bookman	—December 1

It has come about that in these months which have thrown such a tremendous unemployment-relief burden on local private support and on municipal aid have for that very reason threatened the structure of social work and the standards and activities which represent some of its notable gains of the last quarter-century. This has taken crudest form in an effort to scamp or scrap what are called the character-building agencies. A single article by Robert W. Kelso in The Survey Midmonthly for June, Character Last, sounded the warning, and has been reprinted widely throughout the country. It got the issue out of the dark. After all it does mean something that the instrumentalities set up by Survey Associates for the purpose of awakening, inspiring, informing the social intelligence are here to function in bad times as well as good.

LONG-RANGE MEASURES. Granted that it may help to hold up the hands of social workers who help the families of the unemployed; but those social workers would be the first to regard it as a shortsighted patchwork operation if The Survey did not at the same time bring out affirmative efforts to outflank the trouble and be rid of the need for relief. Our beginnings in so doing antedated the stock-market crash—a semi-special number in mid-winter of 1928; a special number, Unemployment and Ways Out, in April 1929. In those years we knew precisely what it meant to try, in the midst of prosperity, to get a hearing for such a theme. Now the public is aroused, but in the large has lacked national leadership. What, first of all, we have attempted on The Survey has been to follow through from month to month the furrows we reopened in our special number in the spring of '29. For they were old furrows and had been broken before—by the President's Unemployment Conference of 1921, by Mayor Mitchel's New York Commission in 1915, by earlier bodies. Such furrows as steadier work (stabilization, regularization); swifter re-employment (exchanges); public works; unemployment insurance (reserves); community organization and the rest. Perhaps by harrowing them in hard times, we might help bring out the sort of crop that died of neglect in good times.

Our effort has been to single out any move on the part of an employing corporation, a labor union, business body,

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public or voluntary agency, which gave promise of lending interest and practical edge to developments in any of these directions. Here we sent a staff member to appraise a set-up. There we published the heart of findings by university experts or a group of employers. Take our major articles in 1931 under two of these headings:

STEADIER WORK

A Merchant Looks at Stabilization	—A. Lincoln Filene	—February 1
Three Cities Look Ahead—Long-Range Plans in Rochester, Indianapolis and Cincinnati	—Beulah Amidon	—February 1*
The Umbrella of Public Works	—Otto T. Mallery	—March 1
Keeping at the Job—How Labor and Management Collaborated on the B.& O.	—Otto S. Beyer	—March 1
Toward a National Employment Service	—Mary van Kleeck	—April 15
Spring and Unemployment	—Beulah Amidon	—May 15*
Guaranteed Time in the Stock Yards	—Harold H. Swift	—November 1

INSURANCE

Shall We Stick to the American Dole?	—Helen Hall	—January 1
A State Dismissal Wage Act	—Ernest G. Draper	—January 15
When Shutdown Came—a Dismissal Wage in Practice	—Ewan Clague and W. C. Couper	—February 1
American Plans of Unemployment Insurance	—Paul H. Douglas	—February 1
Dole-itis	—Charles M. Mills	—February 1
Seven Governors and Unemployment	—Unsigned	—February 15*
A Small Plant Tries It Out	—Unsigned	—February 15
Who Bears the Business Risks?	—Wm. M. Leiserson	—March 1
Fourteen Rochester Firms Go Pioneering	—Staff article	—March 15*
Unemployment Insurance	—Beulah Amidon	—April 15*
Unemployment Insurance—an American Plan to Protect Workers and Avoid the Dole	—Frances Perkins	—November 1
Labor on Relief and Insurance	—Louis Stark	—November 15
Security Next	—Paul U. Kellogg	—December*
Wisconsin Tackles Job Security	—Elizabeth Brandeis	—December 15

Economic Planning. Our chief terrain for exploration has run, of course, in that manageable belt of problems midway between human needs and the general economic order. Beginning last spring, however, one of our continuing lines of activity led on to our special number of March 1932 in which we endeavored to bring the idea of Economic Planning down to great segments of American industrial life. Such a project involves all The Survey techniques, and involves time. In this instance also we started in to publish a series of curtain-raising articles as early as last July, and shall endeavor in the months ahead to follow the number up in ways which will help turn the hard times into whetstones for keen thinking.

Neighbors to the World. The first winter of the depression there was a disposition to soft-pedal things and to regard ours as a local and temporary emergency.

The second winter of the depression the public front shifted. There was a worldwide depression on and the U. S. A. was its victim.

This year there seems a fair chance that Americans will wake up to the fact that this worldwide depression is, after all, something that our own national policies have had a big finger in—whether we consider disarmament, debts and reparations, tariffs, or what not. And a journal concerned with the conditions in our industrial districts, our cottonlands and wheat belt, has a stake in it all. This has given new significance to John Palmer Gavit's monthly department, Through Neighbors' Doorways; and he has made the most of it in his inimitable way. Some day the Survey Graphic may be in position to carry each month a sixteen-page form of outstanding articles interpreting the pageantry and problems of the peoples beyond our borders—and of their interplay and our part in it. That such treasure trove is at hand for such distinctive treatment was illustrated by our December Graphic which carried articles on three "hot spots" of the earth's surface:

Paul Monroe on The Mosaic Which Is Manchuria
Ernst Jäckh on German Stress
S. K. Ratcliffe on Gandhi at the Round Table.

Mexicans in Our Midst was our annual racial number in May; in sequence to Italy Under Fascism, The New Germany, Czechoslovakia and the rest. It dealt with our newest settlers. We heard less from it afterward in the East, but it met with eager interest in the Southwest, up the Mississippi Valley and wherever Spanish-speaking immigration had spread. As an exhibit of northward migration, it was in sequence to our Harlem number and crystallized and interpreted investigations and experience at a score of centers. Paul Taylor, Mary Austin, Prof. Max Handman and Mrs. Brenner were active in its collaboration. Edition of 37,500.

Said of Mexicans in Our Midst

Ramon Beteta, *attorney, Mexico, D. F.*:—With articles such as these you will succeed in giving the American public a better conception.

Otto H. Cushing, *attorney-at-law, San Francisco, Calif.*:—First, I wish to compliment you upon the May Graphic. To my mind, it is far and away the best number of the Graphic yet produced. I read every word of it with great interest.

Jeannette W. Bachrach, *Glendale, Calif.*:—Having worked as home teacher for fourteen years in Los Angeles, I am well acquainted with the Mexican immigant and his problems. Hence my keen pleasure in this particular number. In "Santa Susana" Mrs. Amanda Mathews Chase has caught the spirit of these people and crystallized it into a charming sketch. The other home teachers are equally delighted.

H. T. Manuel, *professor of educational psychology, University of Texas*:—I have gone through this number with a great deal of interest and wish to compliment you on producing such a fine edition.

F. Stuart Fitzpatrick, *manager, Civil Development Dept., U. S. Chamber of Commerce*:—I was interested not only in Mr. Taylor's and Dr. McLean's articles in your May Survey Graphic, but also in the others. The issue makes a very real contribution to our understanding of the Mexican immigration situation.

Annie Clo Watson, *International Institute, San Antonio, Texas*:—Mexicans in Our Midst shows the artistry of choosing here and there the right detail until there is a synthesis, indigenous to every corner of our land where Mexicans grow. Speaking for Texas—congratulations and *mil gracias!*

Amanda M. Chase, *Los Angeles, Calif.*:—The Survey is more than a periodical, it is an *institution* and working for it is working for the world.

Frank Tannenbaum, *Brookings Institution, Washington, D. C.*:—I have read and enjoyed every page of your Mexican number. You always seem to be able to do the impossible.

THE songs and folk arts of the migrant Mexicans were a foil to the overcast horizons of the hard times. So in their differing ways were two other special numbers of Survey Graphic during the year.

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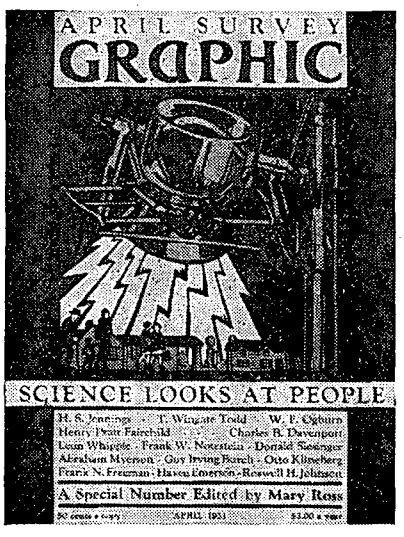

OUR THREE SPECIAL ISSUES OF SURVEY GRAPHIC IN 1931

A NEW DEAL AT CITY HALL. In the midst of so much industrial distress, there was refreshment to be had in turning to one type of corporation which seems to have made some very real gains in the last decade, namely, the municipality. All the more so because the two chief cities of the country have so thoroughly advertised its shortcomings. Here was a special number, edited by Loula D. Lasker of The Survey staff, and in which we had the collaboration of the new "city men." Edition of 34,500.

Said of the Cities Number

LEWIS MERIAM, *Brookings Institution*:—In the present situation we need breadth of vision and intelligent, courageous leadership. I want to congratulate you on the October number, "A New Deal at City Hall." Louis Brownlow's article particularly appealed to me, perhaps because I agreed with it so thoroughly.

BELLE SHERWIN, *president, National League of Women Voters*:—I spent a delightful hour or two last night reading many of its pages. (October Survey Graphic 1931.) It is—in the language of youth—a "thrilling" number, assembling so much experience which leaves the reader optimistic; giving so much perspective for tasks which necessarily include so much drudgery; relating machinery of government so hopefully to its social purposes. I am eager to make sure that it is placed in the hands of leaders of the League in many places.

CLARENCE E. RIDLEY, *International City Managers' Association, Chicago*:—I want to take this opportunity to congratulate you and the other members of your staff on your excellent issue on municipal government. The authors were well chosen and the articles are written in an interesting style. The attention which you have given to city government in this issue should do much to stir public interest, thus leading to better city government.

LOUIS BROWNLOW, *Public Administration Clearing House, Chicago*:—I am already hearing much favorable comment on the issue (A New Deal at City Hall) especially from those who say some thing like this: "Well, this is the first time any magazine of general circulation has ever taken up the new ideas in municipal management."

REV. HOWARD MELISH, *Church of the Holy Trinity, Brooklyn, N. Y.*:—Your recent number on the city was perfectly splendid and a big help.

MISS V. I. MILNER, *city manager, Kinsley, Kansas*:—Your magazine has been a source of much pleasure as well as information and the number which was devoted to the city-manager plan was worth all and more than the entire subscription price.

HENRY BENTLEY, *Cincinnati City Charter Committee*:—I thought that the October number of the Graphic was splendid.

WHEN SCIENCE LOOKS AT PEOPLE, edited by Mary Ross of The Survey staff, and collaborated in by the Brush Foundation, shifted the focus from what Carlisle called the dismal science to that constellation of disciplines which have to deal with man himself. What and where we are, where we want to go and how to get there—these are ambitious questions that people ask of science. In this issue, lookouts at many mastheads told what they see before us and on the horizon—the news from biology, anatomy, public health; from psychology, anthropology, statistical research; from sociology and from eugenics, the infant science of them all. Forty thousand copies were printed, our record run for the year; and we made the issue the basis of a circularization that brought in 3500 new readers. The response to the number was instant and widespread. After all we might be dealing with our newest sciences but we were dealing with mankind's oldest interest. Comment follows.

Said of Our Science Number

VIRGINIA R. WING, *executive secretary, The Brush Foundation, Cleveland*:—The comments here from every kind of person have been so warm that I believe there is even more in it than we originally thought and we are beginning to get letters from different parts of the country asking for further information and indicating their satisfaction in the material presented.

FREDERICK OSBORN, *American Museum of Natural History, New York*:—I received the April Survey Graphic this morning at my office here, and have neglected my work all morning to read it; and want to send you a line of thanks for your kindness in remembering me, and of congratulation on the high excellence and extraordinary interest of the issue.

MARY L. RAILEY, *executive secretary, Child Welfare Assn., New Orleans*:—The April Graphic is so pertinent in answer to a conscious need that I feel as if we should thank you in the name of the staff.

J. E. CUTLER, *dean, School of Applied Social Sciences, Western Reserve University, Cleveland*:—The April number of the Survey Graphic established a new peak in your performance record. Congratulations!

PROF. HENRY PRATT FAIRCHILD, *New York University*:—I wish to express my great appreciation of the success Miss Ross achieved in the last issue of the Survey Graphic. It is attracting a lot of attention, and I have already many favorable comments.

MARGUERITE E. SCHWARZMAN, *director, The Children's Laboratories, New Rochelle*:—You are to be congratulated on your wealth of material and the scientific importance of your contributors.

SOLOMON BLUHM, *Hunter College, New York*:—I find this number informative and enjoyable for my personal purposes; but I see in it, in addition, an invaluable aid in my professional capacity as a teacher of education. I lost no time in bringing Science Looks

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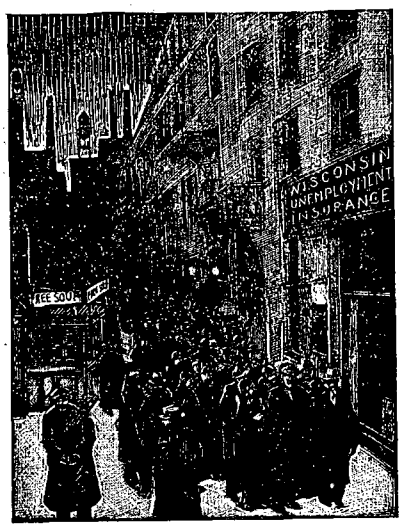

Early last fall a young commercial artist who had never before appeared in the editorial pages of a magazine brought us a drawing of a man and woman beseeching a rich civilization. Charles Silver has made the frontispieces for The Survey Midmonthly ever since. His Thanksgiving drawing moved one reader to send an additional gift of $500 to the relief fund of his city.

at People to the attention of my students in Educational Psychology at Hunter College. Their eager recognition of its value as authentic supplementary reading and as an essential addition to a personal professional library on Education prompts me to order for them immediately one hundred copies; and I am confident that there will be repeat orders as other students learn of it.

JUNE P. GUILD, *Council of Social Agencies, Richmond, Va.*:—It is one of the very best of the special numbers and that is saying a good deal.

JANET M. GEISTER, *director at headquarters, American Nurses' Assn., New York*:—I can't write to you after every number of The Survey, and I don't suppose you care to have me do so, but I do feel that I must take my pen in hand to express my gratification in particular over your Science Number. It is superb!

MENTAL HYGIENE, APRIL:—Whether or not one agrees with the points of view expressed in these articles, one could not fail to be fascinated and stimulated by the vistas they open up. No one who is interested in human problems should miss this number of the Survey Graphic.

OTTO KLINEBERG, *Dept. of Anthropology, Columbia University*:—I regard it as a real privilege to have been associated, even in a small way, with such a fine achievement.

IRVIN POLEY, *Germantown, Pa.*:—I took it on a spring vacation, and found I wanted to read nearly everything in it—an unusual compliment for me to pay, I assure you.

DR. ABRAHAM MYERSON, *Boston*:—May I add my congratulations to your very brilliant organization of your material? Your writers, of course, deserve some credit but they had a very masterly executive to guide them, and the net result was the most extraordinary number, which evoked praise from all sides, as I can personally state from my contact with many of the readers.

H. H. LAUGHLIN, *Carnegie Institution of Washington, Cold Spring Harbor, L. I.*:—I am sure that students of Eugenics the world over will be much pleased with the April number. What the country needs in Eugenical publication is a monthly magazine of the type and theme of your April issue.

T. WINGATE TODD, *Western Reserve University, School of Medicine, Cleveland*:—I am delighted with the April issue and do most sincerely congratulate you upon its excellence and attractiveness. I feel strongly that it should be much more permanent than a Journal issue usually is because it gathers together in one complete survey most of the existing knowledge on the subject.

DR. FRANKWOOD E. WILLIAMS, *editor, Mental Hygiene, New York*:—It is not often that a magazine comes to my desk that I have any desire or feeling of need to read from cover to cover. The April Graphic, however, I feel I must read from the first article to the last. It is such an extraordinary symposium that it places a responsibility upon one to read it. Sincerest congratulations on the fine thing you have done.

DR. RICHARD A. BOLT, *director, Cleveland Child Health Assn.*:—This is a unique number.

Said of The Survey's Service to the Times

RAY STANNARD BAKER, *Amherst, Mass.*:—I am enclosing $10. I have had to cut off certain of my subscriptions this year but *The Survey* has become an enjoyable necessity.

JUDGE FLORENCE E. ALLEN, *Supreme Court of Ohio*:—I only wish this could be ten or twenty times more. Best wishes to you and all the Survey Associates.

MRS. MARGARET DELAND, *Kennebunkport, Maine*:—The Survey is a living force and it would be, to my way of thinking, a national calamity to have its scope limited in any way.

HENRY GODDARD LEACH, *editor, The Forum*:—I find myself in complete agreement with Security Next, which is more than I can say about many articles in my own magazine. May I again congratulate you on a first-class issue—the frontispiece, Lorwin, the Indian art, Jones, Munroe, Jäckh, Ratcliffe, Gavit, Whipple, Ernst? How do you get them together?

PROF. W. G. BEACH, *dept. of economics, Stanford University*:—Then came the November Graphic with its far more than a dollar's worth of clear and accurate knowledge, of wisdom, sound judgment and vision in regard to the whole troubled and suffering human world and its needs! I hope that nothing will ever stop or weaken The Survey in its constructive and invaluable work. I send my check for $5—I wish I could multiply it by ten or a thousand.

DR. J. PERRY SEWARD, *New York City*:—A pledge at this season is a difficult matter. I am a general practitioner of medicine. My work for the year is starting badly. My mail contains pleas or excuses for delay in payment of long overdue accounts. My overhead goes on merrily though I am paring expenditures carefully. My office contains wholly destitute persons for whom I sometimes offer carfare. I am unwilling to drop from the list of your contributors. I am willing to pledge for $10.

LYMAN BRYSON, *executive director, Calif. Assn. for Adult Education*:—Every time the familiar Survey comes to my desk I am reminded of the most extraordinary achievement in American journalism, but I have never seen a number so full of things that I had to read as this one!

BISHOP JOHN N. MCCORMICK, *Grand Rapids, Mich.*:—I can appreciate the emergency of the Survey Associates and I am of the opinion that the work which you have been doing is one of great importance and should be supported by interested parties. I am, therefore, trying to extend my limit a little bit and am sending you a check for $10 for the year 1932.

DR. ELLEN C. POTTER, *Trenton, N. J.*:—I am glad to be able to send my check to you at once. Like many others I do not know what I should do without The Survey.

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MARY P. WHEELER, *state manager of Social Service, Newark, N. J.*:—May I express again my admiration for the way The Survey is meeting the needs of the various communities of the United States to be objectively informed of actual conditions.

MRS. H. L. BALDERSTON, *Ardmore, Pa.*:—I had decided to cancel my subscription to Survey Graphic but I just can't. . . . The Graphic means something vital in these times. To make some amends for your having to send me the three notices, I am enclosing my check for $4.00, my subscription and $1.00 for extra expenses such as you sent out an appeal for last fall. Good luck to you and your interesting and worthwhile magazine.

FRED S. PYFER, *Lancaster, Pa.*:—I believe that The Survey and the Survey Graphic have aided me to a philosophy that keeps me living and working.

BERTHA ASHLEY SEARLE, *Cambridge, Mass.*:—The only time I really purr these deadly days of depression is when The Survey comes—(tho' I may be fighting mad after reading it)—for I know it will tell me of a few people who have the knowledge and the wisdom to state facts, to face them, and to offer some sane practical plan for constructive readjustment.

CLEMENT WELLS, *New York City*:—I was recently in Paris and met Mr. Henri Barbusse, who is publishing Le Monde, a liberal weekly. I am of the opinion that it would be of considerable interest to him to receive regularly copies of the Survey Graphic and I shall be glad to send you a subscription for him if you have not already Mr. Barbusse or his publication on your mailing list.

GEORGE GOVE, *secretary, New York State Board of Housing, Division of Architecture*:—I have read the article on the President's housing conference. It is the only critical summary that has been printed, so far as I know, and I am sure that it is the only one that has been written with understanding of the underlying issues. I want to add my congratulations.

ELLA F. HARRIS, *executive secretary, Council of Social Agencies, Phila.*:—It is with some embarrassment that I now write you about the Survey article on the salary reduction discussion in Philadelphia, because I should have expressed my enthusiasm for the way it was handled long ago. Your editorial comment I thought particularly fine and understanding.

MRS. ERNEST G. FIFIELD, *Montclair, N. J.*:—This year I have stopped reading my friends' Surveys, have given up the Atlantic, and have subscribed to The Survey. We find that and the World Tomorrow the most stimulating magazines that come to us.

MARY SWAIN ROUTZAHN, *director, Social Work Publicity Council, New York*:—The Mid for March is a grand number! I don't remember when you ever have been able to draw on the experience from the whole country as you have this time, and you have managed to get some remarkably good writing from North Carolina, Chicago, California and Buffalo.

G. D. CORVISSIANO, *manager, Red V Coconut Products, Philippine Islands*:—Survey Graphic is a College, for everyone interested in the history and the future of humankind, and a school where one is trained towards a better understanding of the sufferings of mankind.

E. HENRY, R.N., *Detroit, Mich.*:—It may interest you to know that not only I am enjoying The Survey but it is being passed on to the minister of a so-called Rescue Mission who is doing a fine piece of social service here in Detroit with a group of men who are decidedly above the "bum" and "tramp" class.

BLAINE E. KIRKPATRICK, *Oak Park, Ill.*:—I have read The Survey now and then by borrowing other people's copies; I now want it for myself and family. It is excellent material for times like these.

ESTHER MCCLAIN, *Columbus, Ohio*:—I am presenting this subscription to a friend who should be taking The Survey and probably will subscribe for years to come after she becomes acquainted with the valuable contents.

REV. THEODORE BROWN, *Yuma, Ariz.*:—Your magazine is invaluable.

R. L. ASHLEY, *Pasadena, Calif.*:—In my studies of present day civilization, I have found the Survey Graphic the most valuable of all the magazines. It had been especially good the last year.

Survey Associates, Inc.

112 East 19 Street, New York

a membership corporation, chartered November 4, 1912, without shares or stockholders, under the laws of the State of New York,

"to advance the cause of constructive philanthropy by the publication and circulation of books, pamphlets and periodicals, and by conducting any investigation useful or necessary for the preparation thereof."

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How We Came Out in 1931

Condensed Statement—All Operations

Revenue			Disbursements		
Contributions	$95,627		Association Account		$ 40,250
*Less Allocations	9,145		Publishing Accounts (combined)		
Net Contributions		$ 86,482	Circulation Investment.	$41,209	
Publishing Receipts		110,705	Publishing Maintenance	109,550	150,759
Total Revenue		$197,187	Total Disbursements		$191,009
Balance for the year		6,178			
		$191,009			

How We Entered 1932

Status of Educational Funds, Dec. 31, 1931

	General Fund	Graphic Founders Fund	Combined
Deficit, Dec. 31, 1930	($3,967)	($1,505)	($ 5,472)
Unfulfilled pledges	305	2,500	2,805
	(4,272)	(4,005)	(8,277)
Balance 1931	3,939	2,239	6,178
Deficit, Dec. 31, 1931	($ 333)	($1,766)	($ 2,099)

OPERATING ACCOUNTS

I. ASSOCIATION ACCOUNT

Educational Funds			Disbursements		
GENERAL FUND			Administration (⅓)		$ 6,647
Total Memberships	$29,035		Membership and Finance		9,563
Other Contributions	24,812		EDITORIAL RESEARCH DESKS		
Total General Fund		$53,847	Editor's Office (½)	$5,737	
DEPARTMENTAL FUNDS			Industry	3,594	
Industry	$3,615		Foreign Service	4,024	
Foreign Service	3,325		Health	4,591	
Health	865		Social Practice	3,082	
Social Practice	1,470		Education	2,420	
Communities	120		Communities	592	24,040
Education	635		Total, Association Account		$40,250
Total Departmental Funds		10,030	Appropriations to Publishing Accounts for Investment		
General and Departmental combined		$63,877	Survey Midmonthly (General Fund)		11,123
Midmonthly Fund		500	Survey Graphic (Graphic Founders Fund)		28,931
GRAPHIC FOUNDERS FUND		31,250	Allocation to Publishing Receipts to cover members' subscriptions		9,145
Total Contributions received		$95,627	Total Contributions needed		$89,449
			Balance for the year		6,178
					$95,627

PUBLISHING ACCOUNTS

II. SURVEY MIDMONTHLY ACCOUNT

Revenue			Disbursements		
Subscriptions to The Survey (Twice a month)					
New	$20,884		Administration (⅓)		$ 6,647
Renewals	39,170		Editor's Office (¼)	$2,868	
(½)	$60,054	$30,027	Editorial	7,317	
Allocations (½)*		4,573			10,185
Midmonthly Sales		636	Manufacturing		15,334
Total Circulation Receipts		$35,236	Subscription Routine (⅓)		3,483
Advertising		2,744	Midmonthly Sales		22
Jobbing (½)		(12)	Advertising		2,208
Discounts Earned (⅓)		470			
Total Publishing Receipts		$38,438	Total Publishing Maintenance		$37,879
Appropriation for Circulation Investment from General Fund		11,123	Circulation Investment Joint Subscription Extension (½)		11,682
Total Revenue		$49,561	Total Disbursements		$49,561

III. SURVEY GRAPHIC ACCOUNT

Revenue			Disbursements		
Subscriptions to The Survey (twice a month)		$30,027	Administration (⅓)		$ 6,647
Subscriptions, Survey Graphic			Editor's Office (¼)	$ 2,868	
New	$8,327		Editorial	12,813	15,681
Renewals	8,627		Manufacturing		25,310
		16,954	Subscription Routine (⅔)		6,966
Allocations (½)		4,572	Newsstands	$2,156	
Newsstands	$ 768		Sales	1,689	3,845
Sales	1,969	2,737	Advertising		13,222
Total Circulation Receipts		$54,290	Total Publishing Maintenance		$71,671
Advertising		16,148	Circulation Investment		
Jobbing (½)		(11)	Joint Subscription Investment (½)	$11,682	
Discounts Earned (⅔)		940	Graphic Monthly Promotion	17,845	
Royalties		900			29,527
Total Publishing Receipts		$72,267			
Appropriation for Circulation Investment from Graphic Founders Fund		28,931			
Total Revenue		$101,198	Total Disbursements		$101,198

* $5 is allocated to subscription receipts from each membership and contribution to cover the regular subscription of the member or contributor.

EDUCATIONAL FUNDS

GENERAL FUND			
Deficit, December 31, 1930			($ 3,967)
Unfilled pledges, cancelled			305
			($ 4,272)
Current Contributions 1931 Membership Classes			
$10	$13,110		
$25	6,575		
$50	3,350		
$100	6,000		
Total Memberships	$29,035		
Large and Other Contributions	24,812	$53,847	
Departmental Funds		10,030	
Midmonthly Fund		500	
Total General and Related Funds		64,377	
Less Allocations		9,065	
Net Contributions			$55,312
Appropriations (1931) to Association Account		40,250	
Midmonthly Account		11,123	51,373
Balance for year			$ 3,939
Deficit, General Fund, December 31, 1931			($ 333)
GRAPHIC FOUNDERS FUND			
Deficit, December 31, 1930			($ 1,505)
Unfilled pledges, cancelled			2,500
			($ 4,005)
Current Contributions		$31,250	
Less Allocations		80	31,170
Appropriation (1931) to Graphic Publishing Account			28,931
Balance for year			$ 2,239
Deficit, Graphic Founders Fund, Dec. 31, 1931			($ 1,766)
Deficit, General and Graphic Funds Combined, December 31, 1931			($ 2,099)
CHARLES M. CABOT FUND			
In Hand, December 31, 1930			$11,986
Interest Accrued			487
Balance in Hand, December 31, 1931 (including prepaid expenses $587.60)			$12,473

Recapitulation of Publishing Accounts

Revenue	Midmonthly	Graphic	Combined
Subscriptions (twice a month)	$30,027	$30,027	$60,054
Monthly Subscriptions		16,954	16,954
Allocations	4,573	4,572	9,145
Bulk Sales	636	1,969	2,605
Newsstands		768	768
Total Circulation Receipts	$35,236	$54,290	$89,526
Advertising	2,744	16,148	18,892
Net from Jobbing	(12)	(11)	(23)
Discounts Earned	470	940	1,410
Royalties		900	900
Total Publishing Receipts	$38,438	$72,267	$110,705
Appropriations to Circulation Investment:			
From General Fund	$11,123		$40,054
From Graphic Founders Fund		$28,931	
Total	$49,561	$101,198	$150,759
Disbursements			
Maintenance	$37,879	$71,671	$109,550
Circulation Investment	11,682	29,527	41,209
Total Disbursements	$49,561	$101,198	$150,759

CERTIFICATE OF AUDIT

Survey Associates, Inc.:—We have audited your accounts for the year ended December 31, 1931. In our opinion the above statements set forth your revenue as recorded, your expenses, and the deficit at December 31, 1931.

New York, January 30, 1932 (Signed) HASKINS & SELLS.

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Membership Roster

Acknowledgment of Contributions Made to the Educational Funds of Survey Associates for the Fiscal Year 1931

GRAPHIC FOUNDERS' FUND

($31,250)

Julius Rosenwald Fund	$5500	‡Morrow, Hon. Dwight W.	$1000
Twentieth Century Fund	3500	‡Rosenberg, Max L.	1000
°Fels, Samuel S.	3000	‡Warburg, Paul M.	1000
*°Estate of V. Everit Macy	2000	Goldman, Henry	750
Leach, Mrs. Henry G.	2000	Ittleson, Henry	750
Bing, Alexander M.	1000	Keith Fund	750
Blaine, Mrs. Emmons	1000	Bamberger, Louis	500
Chamberlain, Miss Ellen S.	1000	*°‡de Forest, Robert W.	500
*Eastman, Mr. & Mrs. Lucius R.	1000	*Lamont, Mr. & Mrs. T. W.	500
Elmhirst, Mrs. Leonard K.	1000	Lasker, Miss Loula D.	500
Lewisohn, Adolph & Sam A.	1000	°*Swift, Harold H.	500
Lloyd, Horatio G.	1000	Warburg, Felix M.	500

MIDMONTHLY FUND

($500)

*†Swift, Harold H. $500

DEPARTMENTAL FUNDS

INDUSTRY

($3615)

Brandeis, Justice & Mrs. L. D.	$500	Farnam, Prof. Henry W.	$75
*†Estate of V. Everit Macy	500	Davis, J. Lionberger	50
†Fels, Samuel S.	500	Abbott, Henry H. (In Memoriam)	25
Filene, A. Lincoln	500	Weyl, Mrs. Walter	25
Ittleson, Mrs. Henry	250	Anderson, Mrs. Rachel R.	10
Kaufmann, Edgar J.	250	Beard, Charles A.	10
†Lewisohn, Sam A.	250	Cooke, Morris Llewellyn	10
Huyck, Edmund N. (In Memoriam)	200	Geier, Dr. Otto P.	10
Draper, Ernest G.	100	Greening, Miss Florence	10
Evans, Mrs. Glendower	100	Prendergast, Hon. William A.	10
Mallery, Otto T.	100	Rohins, Mrs. Raymond	10
*Scattergood, Miss Margaret	100	Taft, Robert A.	10
		Thumim, Miss Esther	10

FOREIGN SERVICE

($3325)

*†Lamont, Mr. & Mrs. T. W.	$1000	Lamont, Thomas S.	$75
*Morrow, Mrs. Dwight W.	500	Scattergood, J. Henry	50
James, Mrs. Bayard	300	Ilich, Julius	25
*Chamberlain, Prof. Joseph P.	250	Leeds, Morris E.	25
Cutting, Senator Bronson	250	Preston, Miss Evelyn	25
Scattergood, Mrs. Thomas	200	Thomas, Arthur H.	25
Schiff, Mrs. Jacob H.	150	Anonymous	10
Dodge, Mrs. Cleveland H.	100	Evans, Mr. & Mrs. Harold	10
Dohrmann, A. B. C.	100	Maier, Paul D. I.	10
Ottesheimer, Mrs. Henry (In Memoriam)	100	Rhoads, Charles J.	10
*Scattergood, Miss Margaret	100	Rhoads, George A.	10

SOCIAL PRACTICE

($1470)

*††de Forest, Robert W.	$1000	Children's Bureau, Philadelphia	$25
Post, James H.	250	Seybert Institution, Philadelphia	25
*Kenderdine, John D.	100	Family Service Society, New Orleans	10
Charity Organization Society, Buffalo	25	Jewish Social Service Association, New York	10
Children's Aid Society of Pa.	25		

HEALTH

($865)

Thomas Thompson Trust	$500	Sheldon, Mrs. Henry N. Y.	$25
Forbes, Dr. Alexander	100	Bernheim, Dr. Alice R.	10
Mason, Miss Fanny P.	50	Haskell, Mrs. John A.	10
*Potter, Miss Blanche	50	Jones, Mrs. Robert Mck.	10
Wald, Miss Lillian D.	50	Maternity Center Association,	
*Wile, Dr. Ira S.	50		

EDUCATION

($635)

Stern, Mr. & Mrs. Alfred K.	$500
Loeb, Jacob M.	100
Eddy, L. J.	35

COMMUNITIES

($120)

Burnham, E. Lewis	$100
Brownlow, Louis	20

SPECIAL FUNDS

($2315)

Halle Schaffner Memorial Fund	$500	(Economic Planning) Cannon, Mrs. Henry White	$500
Special Numbers: (Science Looks at People) Brush Foundation, Cleveland	750	†Elmhirst, Mrs. Leonard K.	500
		Brandeis, Miss Elizabeth	65

GENERAL EDUCATIONAL FUND

($53,847)

LARGE CONTRIBUTIONS

Russell Sage Foundation	$5000	Lasker, Miss Florina & Mr. Edward & Mrs. Rosensohn	$500
Milbank Memorial Fund	2000	Lee, Joseph	500
°Chamberlain, Prof. Joseph P.	1000	Vogelstein, Ludwig	500
°†Lamont, Mr. & Mrs. Thomas W.	1000	Anonymous	500
Leffingwell, Russell C.	1000	†°‡de Forest, Robert W.	450
Lehman, Col. Herbert H.	1000	Hart, Mrs. Max	250
‡Mather, Samuel	1000	McGregor, Tracy W.	250
Procter, Mr. & Mrs. William Cooper	1000	Volker, William	250
‡Rosenwald, Julius	1000	Bookman, C. M.	225
Bodine, Samuel T.	500	Christian Social Justice Fund	200
Cabot, Dr. Richard C.	500	*Frazier, Mrs. Francesca	200
†Eastman, Mr. & Mrs. Lucius R.	500	Paine, Mr. & Mrs. Richard C.	200
°†Estate of V. Everit Macy	500	Woodward, Dr. George	200
		Munsell, Alexander E. O.	150
		Anonymous	125
		*Newborg, Moses	100

UNCLASSIFIED

Asher, L. E.	$75	Kimber, Miss N. B.	$15
Crane, C. K.	75	King, Clarence	15
La Monte, George M. (In Memoriam)	75	Liveright, Mrs. Alice F.	15
*Springer, Mrs. Gertrude	75	Mehren, Edward J.	15
Donaldson, Mrs. Henry H.	55	Peterson, Dr. & Mrs. Frederick	15
Rothermel, John J.	42.50	Pratt, Charles H.	15
Baldwin, Mrs. Ruth Standish	40	Purdy, Lawson	15
Hoyt, Mrs. John Sherman	40	*Barus, Mr. & Mrs. Maxwell	10
Isaacs, Stanley M.	35	*Biddle, Mrs. F. B.	10
Farwell, Mrs. John V.	20	*Castle, Miss H. E. A.	10
Holden, Arthur C.	20	*Cochran, Miss Fanny T.	10
Rosenfeld, Mrs. M. C.	20	*Gavisk, Rev. Francis H.	10
Alger, Mrs. George W.	15	*Sage, Dean	10
Bacharach, Mrs. S.	15	*Trask, Miss Mary G.	10
Becker, James H.	15	*Van Kleeck, Miss Mary	10
Blochman, L. E.	15	Goolidge, Miss E. W.	5
Braman, J. L.	15	*Guthrie, Miss Anne	5
Brewer, Mr. & Mrs. Joseph	15	*MacNaughton, Miss Agnes B.	5
Bunce, Alexander	15	*Marston, Miss Helen D.	5
Harper, J. C.	15	Moorhead, Mrs. John J.	5
Holt, Mrs. L. E.	15	*Price, Mrs. O. J.	5
		*Tapley, Miss Alice	5

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* Gave also to other classifications under General Fund
† Gave also to Graphic Founders Fund
° Gave also to Departmental Funds
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"ARTICLES OF LASTING INTEREST," reprinted in part in Reader's Digest.

May —WILLIAM M. LEISERSON: Who Bears the Business Risks? (March.)
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Articles reprinted in part in THE LITERARY DIGEST.
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Before me, a Commissioner of Deeds, in and for the State and county aforesaid, personally appeared Arthur Kellogg, who, having been duly sworn, according to law, deposes and says that he is the Managing Editor of THE SURVEY, and that the following is, to the best of his knowledge and belief, a true statement of the ownership, management (and if a daily paper, the circulation), etc., of the aforesaid publication, for the date shown in the above caption, required by the Act of August 24, 1912, embodied in section 411, Postal Laws and Regulations, printed on the reverse of this form, to wit:

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